



Australian Government
Australian Research Council

ARC

Annual Report

2024-25

Acknowledgement of Country



The Australian Research Council acknowledges the Traditional Owners of Country throughout Australia and their continuing connection to lands, seas, skies and waterways. The ARC acknowledges the important contribution that Aboriginal and Torres Strait Islander research, researchers and the communities they work with make to our collective knowledge, culture, society, economy and environment. We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past and present.

Artist: Mr Greg Joseph of the Yidinji people.

Australian Research Council Annual Report

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29 August 2025

The Hon Jason Clare MP
Minister for Education
Parliament House
CANBERRA ACT 2600

Dear Minister

It is with great pleasure that I present the *Australian Research Council (ARC) Annual Report 2024–25*, on behalf of the ARC Board (Board). This annual report has been prepared for the purposes of:

- section 46 of the *Public Governance, Performance and Accountability Act 2013*, which requires that an annual report be given to the entity's responsible minister for presentation to the Parliament
- section 65A of the *Australian Research Council Act 2001* (ARC Act), which requires that the annual report, as given to you for the reporting period (1 July 2024 to 30 June 2025), must include:
 - particulars of any directions (by legislative instrument) given by the Minister for Education (Minister) to the Board under section 10 of the ARC Act about the performance of the Board's functions or the exercise of its powers, during the reporting period
 - particulars of any directions given by the Board under section 40B of the ARC Act to the CEO during the reporting period about the performance of the CEO's functions
 - the number of decisions made by the Minister during the reporting period, under each of subsections 47(8), 48(6) and 52(1) of the ARC Act, where the Minister considers it relevant to the security, defence, or international relations of Australia: inform the Board that they should not provide funding approval; refuse to give funding approval to an organisation; or terminate a funding approval in relation to an organisation¹
 - information, in respect of each organisation receiving financial assistance under a funding agreement which ended or was terminated during the reporting period, about the nature of the employment of researchers employed by the organisation for the purposes of a research project mentioned in the funding agreement
 - an outline of any other matters that the Minister, by notice in writing to the Chair of the Board, requires to be dealt with in the annual report
- all other enabling legislation that specifies requirements in relation to the report.

The information required under section 65A of the ARC Act is included in **Appendix 3** of this report.

As the Chair of the accountable authority of the ARC, I certify that:

- fraud and corruption risk assessments and fraud and corruption control plans were prepared
- appropriate mechanisms for preventing, detecting, investigating or otherwise responding to, and recording and reporting incidents of fraud and corruption that meet the specific needs of the ARC are in place
- all reasonable measures were taken to deal appropriately with fraud and corruption relating to the ARC.

Yours sincerely,

Professor Peter Shergold AC
Chair of the ARC Board
Australian Research Council

1 See section 48(1) of the ARC Act where the Minister, may on behalf of the Commonwealth and in writing, approve the making of a grant of financial assistance to an organisation for a research project in relation to a designated research program.

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A guide to this report

- **Part 6** includes a list of the abbreviations and acronyms.
- The following acronyms are used regularly throughout the report:
 - Australian Research Council (ARC)
 - National Competitive Grants Program (NCGP)
 - Chief Executive Officer (CEO)
- N/A means not applicable.

Chair's foreword

On behalf of the Australian Research Council (ARC) Board, it is my pleasure to present the ARC Annual Report 2024–25, which outlines the substantial achievements of the ARC over the reporting period. This marks the first year that the changes to the [Australian Research Council Act 2001](#) (ARC Act) have been in effect, including the establishment of the ARC Board.

In January 2025, following an extensive search, the Board announced the appointment of Professor Ute Roessner AM FAA as the ARC's Chief Executive Officer (CEO). A renowned biochemist and innovative researcher, Professor Roessner brings deep experience in both research and research administration, most recently as Pro Vice-Chancellor (Research Initiatives and Infrastructure) at the Australian National University.

I would like to acknowledge Dr Richard Johnson for his leadership as acting CEO during the first half of 2024–25. The Board appreciated his support during this transitional period.

The ARC plays a critical role in supporting research excellence through the National Competitive Grants Program (NCGP), the Australian Government's largest investment in non-medical early-stage research. In February 2025, the Board released a bold plan to the sector, a once-in-a-generation opportunity to revitalise the NCGP. We held 6 webinars, received nearly 350 written submissions, and had many more conversations with a wide range of stakeholders to inform our final report. It will soon be delivered to the Minister for Education, the Hon Jason Clare MP, and I look forward to sharing more in next year's annual report.

This year also saw the establishment of the ARC Indigenous Forum to advise the ARC Board, bringing a unique and strategic focus to the ARC. The Forum will strengthen our engagement with Aboriginal and Torres Strait Islander peoples and advise the Board on initiatives to strengthen Indigenous leadership in the research sector, build opportunities for Indigenous-led and focused research, and support career pathways for emerging Indigenous researchers. The Forum's advice was invaluable during the NCGP Policy Review and significantly shaped the proposed Indigenous scheme.

Following the commencement of the amended ARC Act on 1 July 2024, the ARC undertook foundational work to embed changes to funding processes and documentation, including more robust consideration of national security matters during assessment. With Grant Guidelines now disallowable instruments, 8 sets of guidelines were revised and passed through parliament, a significant achievement for the ARC.



Professor Peter Shergold AC
Chair of the ARC Board

There is no better marker for what the ARC achieves each year than the research grants we award. It is, after all, our core business. In 2024–25, the ARC awarded \$745 million of funding to 927 new research projects through 13 grant schemes.

It has been a busy and productive first year as the Chair of the ARC Board. I thank the ARC staff for their tireless efforts and commitment to excellence. I look forward to continuing this important work with the ARC Board, staff, advisory bodies and stakeholders to help ensure Australia’s research system remains world-class, future-focused and grounded in the needs of our communities.

Professor Peter Shergold AC

Chair of the ARC Board

CEO's introduction

I am pleased to join the Chair of the ARC Board in presenting the ARC Annual Report 2024–25.

I commenced as CEO on 31 March 2025, and it has been a privilege to join the ARC at such a pivotal time. It has been a pleasure to work with such a strong and focused executive team and alongside the newly established ARC Board under the leadership of Professor Peter Shergold AC.

I have been impressed by the commitment, professionalism and capability of staff at the ARC. The ARC is at the nexus of the research sector and government, and this unique position is where our strengths as an organisation lie. Bringing together expertise from our team of Executive Directors, and the breadth of public service experience in the organisation, we are working together to deliver meaningful outcomes for Australia, now and into the future.



Professor Ute Roessner AM FAA
ARC Chief Executive Officer

This report will outline many of those outcomes in more detail, however I want to highlight just a few.

An important milestone for the ARC has been the amendments to the ARC Act that came into effect on 1 July 2024. While the largest change was the introduction of the Board, the ARC has also undertaken significant work to enable other reforms. We have strengthened our research security processes, with enhanced security screening and engagement with universities, updated expectations regarding the disclosure of foreign affiliations, and alignment between research security, eligibility and grant compliance mechanisms. While the declaration requirements for researchers and universities did not fundamentally change, the ARC's process now considers a broader range of information to validate those declarations. This increased transparency and collaborative approach with universities will ensure we continue to support excellent early-stage research while meeting our national security obligations.

The ARC has longstanding relationships with universities, government, research funders, and research end-users. This year was a busy year for stakeholder engagement at many levels – from our individual team members building relationships with peers across government, to the large-scale public consultation on the NCGP Policy Review discussion paper. The success of these engagements reflects the high esteem in which the ARC is held.

With the introduction of a two-stage process for the 2025 Discovery Project round, the ARC has taken steps to reduce application timeframes and administrative burden in the NCGP. We are pleased

with the constructive feedback on this approach to assessment, including that applicants have more flexibility to pursue other opportunities. In the coming year, we will continue to look for other opportunities to improve, particularly as we move to the next stages of the NCGP Policy Review.

The last year has been a time of significant reform and renewal. However, the ARC is well positioned to lead this change, and to continue making a strong, positive impact on the Australian research system. I look forward to the year ahead, working in partnership with our stakeholders and partners to shape a vibrant, innovative and inclusive future for Australian research.

Professor Ute Roessner AM FAA

ARC Chief Executive Officer



PART 01

Overview

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1.1

Purpose

The ARC is a vital component of Australia’s innovation and research system. It plays an integral role in supporting the research sector to produce excellent and impactful research for Australia’s economic, social, environmental and cultural benefit through the delivery of the National Competitive Grants Program (NCGP). The NCGP funds excellent early-stage research in all disciplines except medical research.

The ARC’s broader remit includes providing high-quality research policy advice to the Australian Government; supporting research integrity and promoting ethical research; evaluating the excellence, impact and depth of Australian research; and expanding Indigenous knowledge systems. It also facilitates partnerships between researchers and industry, government, community organisations and the international community (see **Table 1**).

Table 1: Our purpose (as at 30 June 2025)

Our purpose	To help shape Australian research for the nation’s economic, social, environmental and cultural benefit by enabling excellent research; evaluating the excellence, impact and depth of Australian research; providing expert advice and research grants services; supporting research integrity and promoting ethical research.
Our key activities	Fund high-quality, impactful research through competitive peer review Through the NCGP, we support excellent early-stage research and research training for the benefit of Australians, across all disciplines (excluding experimental development and medical research), by awarding funding based on a competitive peer review process. Evaluate research excellence, impact and depth We develop and conduct holistic evaluations of Australia’s university research that support a competitive and innovation-based economy, and drive improvements in national social and economic priorities. Safeguard research integrity and security We safeguard the ethics, integrity, and credibility of Australian research through a framework of policies, processes and reviews. Provide research grant services to government entities We partner with other Commonwealth entities through our Research Grants Services (RGS) to support program design and administration of their research grants. Provide research policy advice We use our datasets, stakeholder relationships, and rigorous processes to position us to provide expert advice to government and other stakeholders in the Australian research system.

Table 1: Our purpose (as at 30 June 2025)

Our outcome²	Outcome 1: Growth of knowledge and innovation through managing research funding schemes, measuring research excellence and providing advice.
Our programs	Program 1.1: Discovery – Research and research training Building Australia’s research capacity by supporting excellent, internationally competitive research projects, fellowships and awards. Program 1.2: Linkage – Cross-sector research partnerships Building Australia’s research and innovation capacity by supporting excellent, internationally competitive research projects, infrastructure, fellowships, and centres of excellence that involve collaboration among researchers within and beyond the research sector. Program 1.3: Excellence in Research for Australia (ERA)³ Improving Australia’s research capacity by evaluating research at eligible Australian higher education institutions against international benchmarks and identifying excellence across the full spectrum of research activities.
Our strategic priorities	World-class advice and engagement Our expertise and knowledge of the research system is shared, recognised, and sought out nationally and internationally, enabled by trusted, mutually beneficial relationships with a wide and influential network. Research system excellence Our streamlined grants programs and processes, world-class data assets, and national assessments enable the research system to continuously improve and ensure Australia remains a leader in research excellence, impact and depth. Empowered people Our expert workforce has the skills and capabilities essential for the future and operates within a culture of collaboration and continuous improvement with a strong focus on excellent service delivery.

² As per the [ARC Portfolio Budget Statements 2024–25](#).

³ The 2023 Excellence in Research for Australia round was discontinued, and the Australian Universities Accord has made recommendations regarding a future National Research Evaluation and Impact Framework. The government is currently considering the recommendations made in the Australian Universities Accord Final Report.

1.2 Legislation

The amended *Australian Research Council Act 2001* (ARC Act) came in effect on 1 July 2024. The object of the ARC Act is to establish a national body to:

- support Australian universities in conducting excellent research, including collaborative research with local, national and international partners, for Australia's economic, social, environmental and cultural benefit
- promote and conduct activities to shape and foster the Australian research landscape and community, including by supporting academic career pathways, expanding Indigenous knowledge systems and evaluating the excellence, impact and depth of Australian research
- support Australian universities to attract and retain academic researchers and promote quality academic jobs
- support research integrity, promote ethical research and facilitate access to research publications and research data
- uphold peer review as a core process to identify excellent research
- administer funding of excellent pure basic research, strategic basic research and applied research in all disciplines under the NCGP, except experimental development
- administer funding for nationally significant research programs
- provide expert advice on research to the Australian Government
- partner with other Commonwealth entities to deliver research grants by those other entities.

The ARC Act provides details in relation to the:

- functions of the ARC
- ARC Board
- CEO and staff of the ARC
- designated committees, the ARC Advisory Committee and the ARC Indigenous Forum
- funding of research, including approval of designated research programs by the Minister for Education (Minister), approval of non-designated research programs by the ARC Board, funding agreements and funding rules
- reporting requirements.

The ARC Board was announced by the Minister on 26 June 2024 and commenced as the ARC's accountable authority from 1 July 2024. The Board, chaired by Professor Peter Shergold AC, is responsible for determining the priorities, strategies, and policies for the ARC and advising the Minister regarding these.

Additionally, the Board is responsible for approving all grants under the NCGP, with the exception of designated research programs where the Minister maintains the responsibility to award funding.

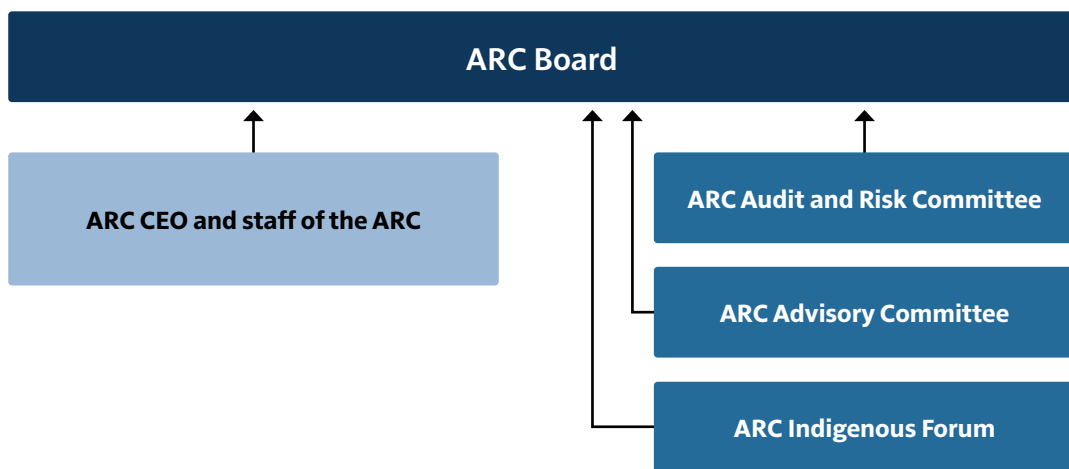


1.3 ARC governance

The ARC is a non-corporate Commonwealth entity established under the ARC Act, located within the Australian Government's Education portfolio, and reporting to the Minister.

The ARC's governance structure (**Figure 1**) provides both advisory and organisational support to the ARC Board as the accountable authority. It comprises an advisory structure and organisational structure that respectively supports the ARC Board in its deliberations and effectively implements the Board's decisions. Our governance framework ensures the ARC operates in accordance with our responsibilities under legislation on matters of effective performance, risk oversight, compliance and reporting.

Figure 1: Governance structure (as at 30 June 2025)



The Minister for Education

During 2024–25, the Minister for Education was the Hon Jason Clare MP.

Under the ARC Act, the Minister appoints members of the ARC Board and may, by legislative instrument, give directions to the Board relating to the performance of its functions or the exercise of its powers.

The Minister is empowered to approve in writing funding outcomes for a 'designated research program'. As at 30 June 2025, under the ARC Act, 3 programs were designated:

- ARC Centres of Excellence scheme
- Industrial Transformation Training Centres scheme
- Industrial Transformation Research Hubs scheme.



The Minister is also empowered to refuse or terminate a funding approval for reasons relevant to the security, defence or international relations of Australia.

Under the revised legislative framework, from 1 July 2024, funding outcomes for non-designated schemes are approved by the ARC Board. During 2024–25, the ARC continued to manage and finalise the assessment and approval of funding for schemes that commenced prior to this transition date, consistent with the previous legislative provisions.

In accordance with its new responsibilities, the ARC Board commenced a process to provide formal recommendations to the Minister on the approval of funding for designated research programs.

The Minister is also responsible for the establishment and appointment of members to the designated committees, the ARC Advisory Committee and the ARC Indigenous Forum, to assist the Board to determine its priorities, strategies and policies.

ARC Board

Under the amended ARC Act, from 1 July 2024, the ARC’s accountable authority transitioned from the CEO to the ARC Board. The ARC Board is chaired by Professor Peter Shergold AC and includes a deputy chair and 6 other members appointed by the Minister (**Table 2**).

The Board, as the accountable authority for the ARC, is required to establish and oversee the ARC’s financial administrative framework as required under section 20A of the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act). The Board is also responsible for determining the priorities, strategies and policies for the ARC and advising the Minister of these.

The Board is empowered to approve, in writing, funding outcomes for research programs (other than designated research programs). The Board is also responsible for appointing the CEO of the ARC and establishing the ARC College of Experts.

The Board Charter, which was approved by the Board in July 2024, is a key governance document and sets out how the roles and responsibilities of the Board, the CEO, and the agency are operationalised.

Table 2: Membership of the ARC Board (during the 2024–25 reporting period)

Member name	Term of appointment
Professor Peter Shergold AC (Chair)	1 July 2024 – 30 June 2025
Professor Susan Dodds FAHA (Deputy Chair)	1 July 2024 – 30 June 2025
Emeritus Professor Margaret Harding	1 July 2024 – 30 June 2025
Professor Cindy Shannon AM	1 July 2024 – 30 June 2025
Mr Mark Stickells AM FAICD FAIM	1 July 2024 – 30 June 2025
Distinguished Professor Maggie Walter FASSA	1 July 2024 – 30 June 2025
Professor Paul Wellings CBE	1 July 2024 – 30 June 2025
Ms Sally-Ann Williams FTSE	1 July 2024 – 30 June 2025

Board members



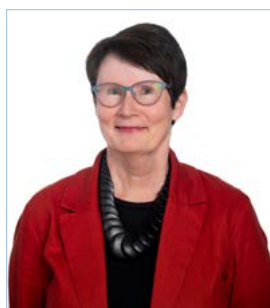
Professor Peter Shergold AC – ARC Board Chair

Professor Peter Shergold AC is Emeritus Chancellor at Western Sydney University. Formerly Secretary of the Department of the Prime Minister and Cabinet, he now chairs a range of public, private and community boards, including the NSW Education Standards Authority.



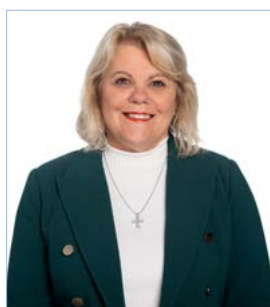
Professor Emerita Susan Dodds FAHA – ARC Board Deputy Chair

Professor Dodds, a philosopher, recently retired from the position of Senior Deputy Vice-Chancellor, Research and Industry Engagement at La Trobe University. She brings relevant experience to the role. She was appointed by the Minister for Education as a member of the ARC Review Panel in 2022.



Emeritus Professor Margaret Harding – ARC Board Member

Professor Harding has held multiple senior executive roles in higher education, most recently serving as Deputy Vice-Chancellor (Research and Innovation) at the Australian National University. She has an extensive portfolio, with appointments including as Chair of the Australian National Imaging Facility and Managing Director of Margaret Harding Consulting. She is also a former member of the ARC Advisory Council and ARC College of Experts and has been a member of a number of governing boards.



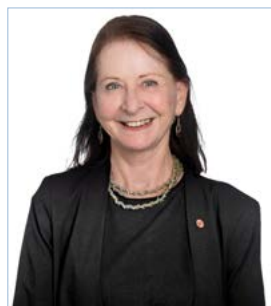
Professor Cindy Shannon AM – ARC Board Member

Professor Cindy Shannon was appointed Chair of the Gold Coast Hospital and Health Board in April 2024. She is former Deputy Vice-Chancellor (Indigenous Diversity and Inclusions) at Griffith University and a former ARC Advisory Council member. She has an extensive board and committee portfolio, with multiple ministerial appointments, including to the CSIRO Indigenous Engagement Strategic Advisory Committee.



Mr Mark Stickells AM FAICD FAIM – ARC Board Member

Mr Stickells has extensive experience in the interconnections between government, research and education. He is a former CEO of the WA Energy Research Alliance, a joint venture between the University of Western Australia, Curtin University and CSIRO. He has a strong research management background, including his current role as the CEO of Australia's Pawsey Supercomputing Research Centre.



Distinguished Professor Emerita Maggie Walter FASSA – ARC Board Member

Distinguished Professor Emerita Walter is the former Pro Vice-Chancellor, Aboriginal Research and Leadership at the University of Tasmania. She is a Fellow of the Academy of Social Sciences Australia and formerly a member of the ARC Advisory Council.



Professor Paul Wellings CBE – ARC Board Member

Professor Wellings CBE is a population ecologist with extensive experience in research policy, and a distinguished career in academia and leadership. He was Deputy Chief Executive of CSIRO, Vice-Chancellor of Lancaster University, Vice-Chancellor of the University of Wollongong, and a member of the ARC Advisory Committee.



Ms Sally-Ann Williams FTSE – ARC Board Member

Ms Williams has extensive experience in the technology sector with strong research management, investment and commercial experience. She was appointed Chair of the government's Pathway to Diversity in STEM Review and is the CEO of Cicada Innovations. Ms Williams champions tech and innovation through roles on the NSW Innovation and Productivity Council and CSIRO's Data61 Advisory Board. She is a Fellow of the Australian Academy of Technological Sciences and Engineering, and a member of Chief Executive Women.

Committees

The Board is directly supported by the ARC Audit and Risk Committee and the ARC Indigenous Forum. In the next reporting period, the ARC Board will also be supported by the new ARC Advisory Committee, which was appointed in July 2025. There are a number of other committees supporting the ARC in the administration of the NCGP, including matters relating to research integrity. Further information regarding these committees can be found in **Part 3**.

ARC Audit and Risk Committee

The ARC Board, as the accountable authority of the agency, has established the ARC Audit and Risk Committee in compliance with section 45 of the PGPA Act and section 17 of the [Public Governance, Performance and Accountability Rule 2014](#) (PGPA Rule).

The ARC Audit and Risk Committee comprises independent, non-ARC officials as members, who collectively possess diverse skills and experience relevant to ARC operations (**Table 3**).

The committee provides advice to the ARC Board on governance and risk matters. It reviews the appropriateness of the ARC’s financial and performance reporting, system of risk oversight and management, and system of internal control. Its functions and responsibilities are detailed in the [ARC Audit and Risk Committee Charter](#), which is reviewed annually and is available on our website.

The ARC Audit and Risk Committee held 5 meetings in 2024–25, including 4 quarterly meetings and one preliminary financial and performance statements meeting.

Table 3: Membership of the ARC Audit and Risk Committee (during the 2024–25 reporting period)

Member name	Number of meetings attended/ total number of meetings	Term of appointment	Total annual remuneration (GST inclusive) ⁴
Qualifications, knowledge, skills or experience			
Mr Allan Gaukroger (Chair)	5 out of 5	1 July 2024 – 30 June 2025	\$14,560*
	Mr Gaukroger has over 40 years of experience in the public and private sector, and has held senior positions in finance, audit and general management, including previous roles as Chief Financial Officer and Chief Audit Executive. He is a Certified Practicing Accountant (CPA) and has a Bachelor of Arts, majoring in accounting. Mr Gaukroger has been a participant, auditee, independent audit committee member, and Chair in various departmental and agency audit committees.		

4 Where GST is applicable.

*Not registered for GST.

Member name	Number of meetings attended/ total number of meetings	Term of appointment	Total annual remuneration (GST inclusive) ⁴
Mr Peter McKeon	5 out of 5	1 July 2024 – 30 June 2025	\$9,360*
	Mr McKeon has over 40 years of experience in the public and private sector and within international organisations. He has held senior roles in public service governance and management, information and communications technology and cyber security, including previous roles as Chief Information Officer and First Assistant Secretary. He has a bachelor's degree in computing studies. Mr McKeon has served on audit and risk committees for more than 14 years.		
Ms Fiona Smart	5 out of 5	1 July 2024 – 30 June 2025	\$9,360*
	Ms Smart has 30 years of public service experience in grant design, selection and management, including leading development of a key Commonwealth government grants management system. She has a Bachelor of Economics and has held senior management roles in social policy, program development, implementation and management, and business transformation and administration.		
Mr Stephen Sheehan	2 out of 5	22 January 2025 – 30 June 2025	\$4,356
	Mr Sheehan has 40 years of experience in the financial management and reporting, accounting and financial operations, performance measurement and reporting, audit, risk management and assurance, grants management, and program and project management. He is a CPA and has a Bachelor of Commerce. Mr Sheehan has worked in both public and private sectors, including roles as a Chief Financial Officer, and currently provides audit and risk committee services to various Commonwealth entities.		
Ms Karen Michelle	3 out of 5	1 July 2024 – 31 December 2024	\$5,940
	Ms Michelle has 27 years of experience in the management of finance, risk, programs, stakeholders, strategic planning and ICT. She is a Chartered Accountant Fellow and has bachelor's degrees in the fields of commerce and science. Ms Michelle has worked in both the public and private sectors, including a previous role as a department Chief Financial Officer, and has held volunteer board positions for non-profit and professional organisations.		

ARC Advisory Committee

The ARC Advisory Committee is a designated committee under the ARC Act. Members bring valuable experience and strategic insights to provide advice on the priorities, strategies and policies of the ARC. Members are appointed by the Minister for Education and have a variety of skills and experience across higher education, industry, civil society and public administration. The ARC Advisory Committee also includes 2 officials from the Department of Education and Department of Industry, Science and Resources, plus the 2 co-chairs of the ARC Indigenous Forum to facilitate engagement between the Committee and the Forum.

On 30 June 2024, the previous form of the ARC Advisory Committee ceased to exist. During 2024–25, reflective of the amendments to the ARC Act, a process to draft terms of reference and identify recommended members for a new committee was undertaken. The Minister approved the new ARC Advisory Committee membership and terms of reference in July 2025. Details of the committee members are available on the [ARC website](#).

ARC Indigenous Forum

The ARC Indigenous Forum commenced 1 July 2024 as a designated committee under section 30 of the ARC Act and met 5 times during 2024–25. The ARC Indigenous Forum comprises Aboriginal and Torres Strait Islander representatives including eminent academics; industry, community and research end-users; and early- and mid-career researchers (**Table 4**). The ARC Indigenous Forum includes one ex-officio member.

The ARC Indigenous Forum is not a decision-making body. It supports and provides advice to the ARC Board on the strategic agenda of the ARC as it relates to:

- opportunities for engagement between Indigenous researchers and the ARC to increase the benefits flowing from publicly-funded Indigenous research
- the translation pipeline for Indigenous research
- future-focused strategies impacting Indigenous research, researchers and communities
- assessing the quality, engagement and impact of Indigenous research.

ARC Indigenous Forum members share ideas on Indigenous priorities, engagement, and opportunities in relation to ARC strategies, policies and programs.

Table 4: Membership of the ARC Indigenous Forum (during the 2024–25 reporting period)

Member name	Organisation	Term of appointment
	Qualifications, knowledge, skills or experience	
Professor Barry Judd (Co-chair)	University of Melbourne	1 July 2024 – 30 June 2025
	Professor Barry Judd is Deputy Vice-Chancellor (Indigenous) and Professor of Indigenous Studies in the School of Culture and Communication at the University of Melbourne. He is a member of Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS). He was a foundation Chief Investigator of National Indigenous Research and Knowledges Network. He is currently a Board member of Museums and Galleries of the Northern Territory and the Life Again Foundation. Professor Judd holds a Master of Arts in Public Policy, a PhD in Australian Indigenous Studies, and postgraduate qualifications in higher education teaching and learning.	
Professor Bronwyn Fredericks FASSA FAHA FQA (Co-chair)	University of Queensland	1 July 2024 – 30 June 2025
	Professor Bronwyn Fredericks is an Indigenous woman from South-East Queensland with over 30 years of experience working in and with the tertiary sector, state and federal governments, and Aboriginal and Torres Strait Islander community-based organisations. She is a professor and Deputy Vice-Chancellor (Indigenous Engagement) at the University of Queensland and maintains an active research program. Her research, based in the fields of health and education and grounded within the political reality of Indigenous peoples' daily lives, exemplifies her commitment to social justice and improving Indigenous health and education outcomes.	
Associate Professor Brett Biles	University of New South Wales	1 July 2024 – 30 June 2025
	Associate Professor Brett Biles is a Murrawarri man and the inaugural Pro Vice-Chancellor Indigenous Engagement and Research at University of New South Wales. With over 15 years of experience in Indigenous health and wellbeing, he has held key leadership roles including Associate Dean Indigenous and Director of Indigenous Health Education in the Faculty of Medicine and Health. Brett holds a PhD, a Master of Indigenous Health, and a Bachelor of Physiotherapy. His research focuses on Aboriginal health and wellbeing, and he is a Chief Investigator on multiple ARC and Medical Research Future Fund projects. Brett lives on Wiradjuri country and is committed to advancing Indigenous-led research and education.	

Member name	Organisation	Term of appointment
	Qualifications, knowledge, skills or experience	
Professor Jonathan Bullen	Griffith University	1 July 2024 – 30 June 2025
	Professor Jonathan Bullen is a Nyoongar (Wardandi) man and Deputy Vice-Chancellor Indigenous at Griffith University. He previously held senior roles at Curtin University, including Associate Deputy Vice-Chancellor Academic and Chair of the Indigenous Leadership Group. His research focuses on improving non-Indigenous health professionals' capabilities and exploring links between physiological and psychological health in Indigenous Australians. Since 2021, he has secured over \$24 million in funding through ARC, National Health and Medical Research Council (NHMRC), and Medical Research Future Fund. Professor Bullen also serves on the ARC Indigenous Forum and the Board of the ARC Training Centre for Healing Country.	
Associate Professor Michael Donovan	La Trobe University	1 July 2024 – 30 June 2025
	Associate Professor Donovan is a Gumbaynggir man from the north coast of NSW. He joined La Trobe University in 2022, bringing extensive leadership experience from Macquarie University and the University of Newcastle. A life member of the NSW Aboriginal Education Consultative Group, he began his career as a nurse before transitioning into education. He holds a PhD in Education, with research focused on Aboriginal pedagogical practice and student voice. His work champions culturally responsive teaching and inclusive education for Aboriginal students.	
Professor Michelle Trudgett	University of Western Sydney	1 July 2024 – 30 June 2025
	Professor Michelle Trudgett is a Wiradjuri scholar and Deputy Vice-Chancellor Indigenous Leadership at Western Sydney University. She is a nationally recognised leader in Indigenous education and has held senior roles at UTS and Macquarie University. Michelle chairs the Universities Australia Deputy Vice-Chancellor/Pro Vice-Chancellor Indigenous Committee and serves on the Board of the GO Foundation. Her research has attracted over \$5 million in ARC funding, focusing on Indigenous higher education leadership. She is the recipient of multiple prestigious awards, including the NAIDOC Scholar of the Year and the Neville Bonner Award for Teaching Excellence.	
Professor Kathryn Gilbey	Batchelor Institute of Indigenous Tertiary Education	1 July 2024 – 30 June 2025
	Professor Kathryn Gilbey is an Alyawarre Arelhe woman with close kinship and family ties across Central Australia. She is the acting Executive Dean of Higher Education and Research at Batchelor Institute of Indigenous Tertiary Education and an experienced academic and researcher with a PhD conferred in 2014, the Fulbright Cultural Competence Scholar in 2016. She specialises in First Nations' knowledges, inclusive education and critical race theories.	

Member name	Organisation	Term of appointment
Qualifications, knowledge, skills or experience		
Professor Steve Larkin	University of Adelaide	1 July 2024 – 30 June 2025
	Professor Steve Larkin is a Kungarakan man and the Deputy Vice-Chancellor Indigenous at University of Adelaide. A former social worker, he has led transformative work across Aboriginal communities in health, education, and social justice. In 2009, he became the first Aboriginal person appointed to a senior executive role at an Australian university. Professor Larkin holds a PhD, a Master of Social Science, and a Bachelor of Social Work. He has held senior roles in government and academia and serves on multiple boards and advisory panels, championing Indigenous leadership and equity in higher education.	
Professor Adrian Miller	Central Queensland University	1 July 2024 – 30 June 2025
	Professor Miller is a distinguished Jirrbal scholar and Deputy Vice-President at Central Queensland University, where he also serves as BHP Mitsubishi Alliance Chair of Indigenous Engagement. He co-directs the Jawun Research Centre and leads the Jilbay Research Higher Degree Academy. With over \$30 million in research funding, his work has shaped national pandemic planning and vaccine development, including publications in <i>Nature</i> and <i>Cell</i> . Professor Miller is a Fellow of the Queensland Academy of Arts and Science and a recognised expert with the Academy of Sciences. He advocates for collaborative, community-driven outcomes for Indigenous peoples across health, education, and research.	
Dr Jacob Prehn	University of Tasmania	1 July 2024 – 30 June 2025
	Dr Jacob Prehn is a Worimi sociologist and social work academic based in Nipaluna (Hobart), Palawa Country. He currently serves as Director of Research, Evaluation and Data Governance with the Treaty Authority (Victoria). Jacob is an executive member of Maiam nayri Wingara and a member of the Global Indigenous Data Alliance. His research focuses on Indigenous Data Sovereignty, masculinities, fatherhood, and social inequality, with over 30 peer-reviewed publications. He holds a PhD, a Master of Social Work, and Bachelor of Social Sciences, and retains adjunct status at the University of Tasmania, where he previously served as Associate Dean Indigenous.	

Member name	Organisation	Term of appointment
	Qualifications, knowledge, skills or experience	
Associate Professor Marnee Shay	University of Queensland	1 July 2024 – 30 June 2025
	Associate Professor Marnee Shay is a Principal Research Fellow and Deputy Head of School in the School of Education at the University of Queensland. An Aboriginal woman from the Ngen'giwumirri language group, she has strong ties to communities in South East Queensland. Her research spans Indigenous education, youth studies, and policy with national impact. She co-edited the award-winning book <i>Indigenous Education in Australia: Learning and Teaching for Deadly Futures</i> . Dr Shay is a Chief Investigator with the ARC Centre of Excellence for Indigenous Futures and serves on multiple advisory boards. She advocates for strengths-based approaches and Indigenous-led evidence in shaping education policy.	
Dr Skye Akbar	University of South Australia	1 July 2024 – 30 June 2025
	Dr Skye Akbar is a Waljen woman, Mum, Sister and Aunt. As an Enterprise Fellow at University of South Australia Business, Skye applies her experience with focus on supporting the wellbeing of local peoples through improved understanding of how self-determined sustainable community economic development can be best achieved. She works to support evidence-based decision making that can nurture context and culturally informed local solutions to local problems.	
Aunty Dr Geraldine Atkinson AO (Ex-officio)	Victorian Aboriginal Education Association Inc.	1 July 2024 – 30 June 2025
	Aunty Dr Geraldine Atkinson AO is a proud Bangerang/Wiradjuri woman and a leading advocate for Aboriginal education in Australia. With over 40 years of experience, she has driven policy reform and community-led initiatives across all education sectors. She is co-chair of the National Aboriginal and Torres Strait Islander Education Council and former co-chair of the First Peoples' Assembly of Victoria. Dr Atkinson has served as President of the Victorian Aboriginal Education Association Inc. since 1999. Geraldine holds a Master of Education and an Honorary Doctorate from Deakin University. Her work spans justice, reconciliation, and family violence advocacy.	

ARC College of Experts

The ARC College of Experts (College) is made up of experts drawn from the Australian research community. College members are experts of international standing who bring disciplinary and broad academic expertise; experience in research administration and leadership; and a strong understanding of the Australian and international research landscape.

The College assists the Board in the exercise of its powers, including the management and finalisation of ARC funding schemes through a peer review process.

Peer review is a core process used to identify research excellence and support the NCGP. The College provides high-quality peer review of applications to the NCGP. They also assist the ARC's provision of expert advice on research to the Australian Government.

The Board is responsible for the appointment of members of the College. New members are appointed for terms of up to 3 years. This ensures a consistent source of expertise across the research and innovation sector. To ensure that there is a suitable range of expertise available to assess the submitted applications, extensions up to one year may be offered at the discretion of the ARC.

As at 30 June 2025, the College comprised 373 members, including 124 new members appointed for 2025. College nominations place an emphasis on multi-disciplinary and cross-disciplinary expertise, and with high regard placed on applicants with significant assessor experience.

A list of the ARC College of Experts members is available on the [ARC website](#).



1.4 ARC organisational structure

Under the amended ARC Act, the ARC Board – in consultation with the Minister – is responsible for the appointment of the CEO. The CEO is the agency head and is responsible for managing the ARC as a statutory agency.

The CEO reports to the Board and is responsible for the agency's day-to-day operations and assisting the Board in the performance of its functions. The operations of the ARC are coordinated through internal management committees comprising the Strategic Leadership Group, People Committee, and the Program Implementation Committee.

The CEO is supported by the ARC's Deputy CEO; 4 Branch Managers; and a cohort of Executive Directors (**Figure 2**).

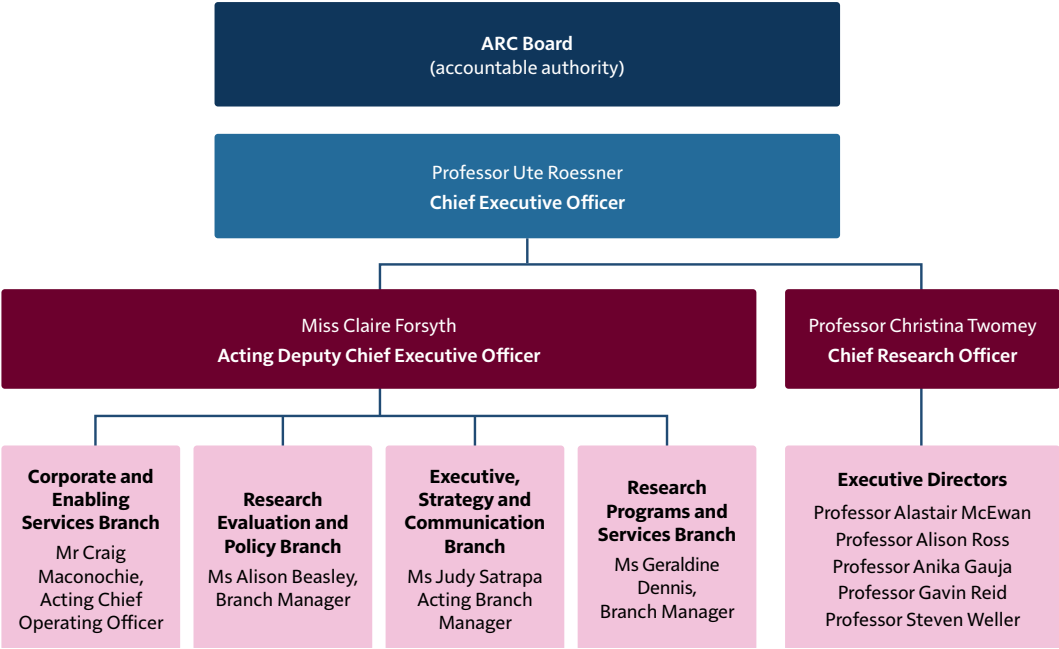
The Deputy CEO leads the team of senior managers and is responsible for providing sound strategic advice to the CEO on agency and government policies, programs and operations. The position determines organisational policies and strategies in consultation with the CEO. The Deputy CEO also oversees the strategic development and reform of the agency across a diverse range of areas including research grant policy and administration; improved research grant program design and delivery; stakeholder engagement; and the provision of advice on the higher education and research sectors.

In 2024–25, the CEO was also supported by a Chief Research Officer (CRO).⁵ The CRO led the team of Executive Directors, provided strategic advice to the CEO on research matters and led the operation of the ARC College of Experts.

Executive Directors perform an important function in the ARC through their liaison with the academic research sector and the expertise they contribute to the ARC's programs, policies and peer review processes.

⁵ Following the end of the CRO's secondment in August 2025, this position is not being extended.

Figure 2: Organisational structure (as at 30 June 2025)



1.5 Year in review

During 2024–25, the ARC has undertaken significant reform to implement recommendations from the ARC Review and the Australian Universities Accord Final Report, and continues to address issues identified in the 2022 NCGP Process Review.

This has included streamlining our Grant Guidelines; increasing transparency in the selection process; increasing engagement with the research sector about scheme design and timing; and working to reduce administrative burdens. Following the recommendations from the ARC Review, the ARC has worked to improve its capability and expertise in overseeing the NCGP and other initiatives aimed at strengthening the agency's governance of grants. The agency has a renewed focus on developing its support for academic careers, including those of Indigenous academics.

Reform and research evaluation

Policy Review of the NCGP

In early 2024, the ARC and Department of Education commenced a Policy Review of the NCGP [at the request of the Minister for Education](#). It was the first full review of the NCGP in over 20 years. The review was supported by a steering group, made up of members with expertise from Australian universities, industry and government sectors, until the ARC Board commenced in mid-2024.

Research sector and stakeholder consultation

As a first step, the ARC undertook extensive consultation. The agency released a public discussion paper and held 42 in-person or virtual workshops across Australia with leaders from 35 universities, over 100 members of the ARC College of Experts, Aboriginal and Torres Strait Islander researchers and research leaders, and 20 major peak bodies including the Learned Academies. The ARC Indigenous Forum was also engaged to provide their vital insight on the review.

What emerged from these consultations was a strong appetite for bold reform. The review identified the following key priorities: streamlining the NCGP; increasing support for early-career researchers; improving the NCGP's capacity to fund the best early-stage research; and driving greater collaboration across the range of research being undertaken in science, social sciences, humanities and the creative arts. The ARC Indigenous Forum provided clear advice that we need to do more to support emerging Aboriginal and Torres Strait Islander researchers.

Discussion paper and communication strategy

Following the extensive stakeholder consultation, on 25 February 2025, the ARC released the [Policy Review of the National Competitive Grants Program Discussion Paper: A new plan for ARC-funded research](#) (Discussion Paper). The paper proposed a new NCGP model, including a complete redesign of scheme structure and the assessment model; further streamlining of administrative processes; greater focus on the generation of new knowledge; and strengthened opportunities for early-career researchers.

A communication strategy was developed to promote the release of the paper, designed to deeply involve stakeholders in the conversations prompted by it. Key audiences were identified, including policymakers, researchers and academic institutions, with targeted engagement across a multitude of platforms ensuring all stakeholders would be able to provide advice and input at each stage following the paper's public release.

The emphasis on prioritising stakeholder engagement with the Discussion Paper was rewarded, with the paper reaching a wide and influential audience. The ARC had 365 webinar attendees, 7,312 web page views in the first 2 weeks of promotion and over 16,800 impressions on initial social media posts. The official, high-profile launch of the paper by ARC Board Chair, Professor Peter Shergold AC, at the Universities Australia Summit was covered in the media.

Stakeholder submissions to the Discussion Paper closed on 13 April 2025. The paper was downloaded over 5,700 times during the consultation period and the ARC received a total of 348 submissions during that time. This feedback informed the next iteration of the proposed NCGP model, with further communication released in July outlining refinements to further align the proposal with key policy objectives and research sector needs. The final report was provided to the government in September 2025.

Next steps

Reform will continue across the higher education and research sector, alongside the NCGP Policy Review, the [Strategic Examination of Research and Development](#) (SERD), and the establishment of the [Australian Tertiary Education Commission](#). The ARC Board is actively engaging with the SERD independent panel to support its review and will share its expertise with the interim Australian Tertiary Education Commission. There is a shared appetite across government and the research sector to better coordinate government investment and policy direction to deliver better outcomes with reduced complexity. The model proposed under the NCGP Policy Review leverages the ARC's unique role in the research system, focusing on supporting a broad spectrum of innovative, early-stage research that feeds into better connected translation pathways.

Changes to the NCGP arising from the Policy Review will be introduced progressively from as early as 2026, pending government agreement. The ARC will continue the conversation with the research sector, keeping them involved and informed as we transition to the revitalised NCGP.

National Research Evaluation and Impact Framework

Released in February 2024, the [Australian Universities Accord Final Report](#) recommended the development of a framework to strengthen the capacity of Australian universities and researchers.

Pending the government response to this recommendation, the ARC (in consultation with the Department of Education) has begun designing a potential new framework for evaluating research excellence, impact and depth, referred to as the National Research Evaluation and Impact Framework.

While developing this framework, we have ensured alignment with the refreshed objects in the ARC Act (see **Section 1.2**), which detail the ARC's evaluation responsibilities. The overarching principles of

the new research evaluation system are that it should be data driven; encourage research excellence and impact; and strongly support strategic planning by government, the research sector and end users.

The ARC has been developing options for how future research evaluation could be undertaken, including investigating a wide range of research data holdings, collaborating with international partners to understand global shifts and best practice, and exploring advances in data management such as persistent identifiers to understand and evaluate university research in a more data driven way.⁶

The ARC will continue to enhance data capability and consider policies to enable the use of datasets, while ensuring data practices remain ethical and follow best practice. Work will continue on understanding the policy requirements for measuring excellence, impact and depth; exploring opportunities to leverage research data through new technologies and partnerships, and development of potential models for a future framework.

Support for Indigenous research and researchers

During 2024–25, the ARC Indigenous Forum has been strongly focused on advising the ARC Board during the NCGP Policy Review to ensure better support for Indigenous research and researchers. Advice from the Forum informed the Policy Review's proposed dedicated scheme for Indigenous researchers, as well as new career development opportunities and 2 dedicated mentoring awards. The Policy Review also proposes additional funding to support engagement with Indigenous communities and organisations in all schemes.

Although grant guidelines for all ARC schemes include the additional assessment criteria for projects involving Aboriginal and/or Torres Strait Islander research, the ARC has been developing strategies to ensure that they are embedded in all stages of the assessment. The ARC is working with the Indigenous Forum and Indigenous members of the ARC College of Experts to develop NCGP assessor guidance for projects involving Indigenous research and to support Selection Advisory Committee assessment. The aim will be to ensure that projects involving Aboriginal and Torres Strait Islander research meet expectations relating to responsible research practices as outlined in the [AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research](#) (2020) and [NHMRC's guidelines on Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and communities](#) (2018).

Research grants and administration

Grant assessments and awards

During 2024–25, the ARC provided grant opportunities through 13 schemes, funding excellent early-stage research and researchers across all career stages. We received over 7,077 expressions of interest and full applications for grant funding. The applications were assessed through our peer review process, with 4,882 assessors providing a total of 29,814 detailed and general assessments. Following the assessments, the ARC awarded funding to 927 new research projects within the reporting period.

⁶ Persistent identifiers (PID) are reliable, long-lasting references to a digital resource.

Building a strong peer review community

The ARC promotes a community of best practice through the ARC College of Experts and detailed assessors. It is critical to maintain a strong cohort of peer reviewers and, noting the time constraints and pressures academics face within the university sector, we want to do our best to support and engage with the peer reviewers that are so vital to the ARC.

In 2024–25, we inducted 124 new members into the College, providing an oversight of the expectations along with training on managing unconscious bias. A face-to-face forum for all College members, including those newly inducted, took place in Canberra. The forum was an opportunity for the College members to hear from the Board, CEO and CRO.

Review of the two-stage process

In October 2023, we announced the introduction of a two-stage application process for the Discovery Projects scheme. This process aims to inform applicants of outcomes earlier and reduce their workload.

The first stage of the application process opened in January 2024 and closed in February of the same year. Within 6 weeks of the closing date, applicants were notified of the outcomes of their expression of interest submissions, which allowed unsuccessful applicants to move on to other opportunities.

Following completion of the 2025 Discovery Projects round, the ARC will conduct a post-implementation review of the reforms of the Discovery Projects scheme, including the introduction of the two-stage assessment process. The ARC is currently finalising the evaluation report, which will inform future enhancements to the NCGP, ensuring it continues to meet the evolving needs of the research community.

Variations of grant guidelines and agreements

The ARC undertook significant work during 2024–25 to implement changes to our Grant Guidelines and Agreements, following the commencement of the amended ARC Act on 1 July 2024.

During 2024–25, 8 sets of Grant Guidelines were revised and passed through parliament to ensure compliance with the amended ARC Act. The ARC guidelines are prepared in accordance with the requirements of the [Commonwealth Grants Policy Framework](#), which includes review by the Department of the Prime Minister and Cabinet and the Department of Finance.

The updated guidelines were assessed to be consistent with the Discovery and Linkage program objectives, the amended ARC Act, the [Commonwealth Grant Rules and Principles 2024](#) (CGRPs), the Federal Register of Legislation instruments, and the requirements under the Grant Guidelines template as issued by the Department of Finance.

The key changes to the Grant Guidelines reflect the new legislative arrangements and ensure greater consistency with the objectives of each scheme.

The amendments to the ARC Act and the CGRPs have provided an opportunity to reconsider the content and format of our funding agreements (also known as Grant Agreements). In 2024–25,

this led to an initiative to standardise Grant Agreements across all NCGP schemes, beginning with a review and update to our Grant Agreement template. The aim is to have funding agreements that are user-friendly and facilitate effective grant administration, while ensuring legislative and policy requirements are met. The ARC is now actively working to standardise all 22 types of Grant Agreements, spanning over 49 scheme rounds and 3,000 projects.

Post-award grant management

The management of grants post-award plays a significant role in government research funding and policy. It is a critical element in accountability and good management practice for publicly-funded research.

The ARC works with university Research Offices to ensure funded projects comply with the terms of their funding agreements, to manage risks and to ensure desired outcomes are achieved.

In 2024–25, we have been working with Research Offices and other stakeholders to implement efficiencies and process enhancements, including improved system functionality and automation. Based on sector feedback, several Research Management System (RMS) enhancements were undertaken to provide more efficient processing for both the ARC and Research Offices. In addition, the ARC ran 5 webinar sessions with Research Offices on these system improvements.

Research Management System

The RMS is the ARC's web-based end-to-end grants management system, which directly connects the ARC to all 42 Administering Organisations (universities) across Australia.

The RMS is fundamental to the ARC's delivery and management of grant schemes. The system is a key interface between the ARC and the research sector, with more than 27,000 active users. It also supports delivery of Research Grants Services (RGS) to other Commonwealth entities.

In March 2025, the ARC completed a major platform upgrade of RMS, ensuring that the technology is current and fully supported. Additionally, regular enhancements to RMS functionality, such as analysis, testing and development, are undertaken to support business processes, guidelines and legislation.

Strengthened due diligence

In 2024–2025, the ARC began implementing revised research security due diligence processes to support the Minister's new responsibilities under the amended ARC Act. Strengthened processes include increased research security screening and engagement with universities, updated expectations regarding the disclosure of foreign affiliations, and alignment between research security, eligibility and grant compliance mechanisms.

The ARC continues to work with universities to identify and manage potential risk factors associated with international research collaboration – as well as with our partners across government – to ensure our processes are aligned, proportional and effective.

Policy advice and environment

The research landscape

The ARC operates within the broader context of the national research landscape. To ensure its work is effective and relevant, the delivery of research grants, evaluations, integrity initiatives, and policy advice must align with and respond to this evolving environment.

The SERD, led by the Department of Industry, Science and Resources, examines the full spectrum of Australia's research and development activities. While it encompasses the early-stage research central to the NCGP, it also extends into later stages such as development, demonstration, and early deployment. With deep expertise in early-stage research policy and funding – supported by the insights of our distinguished ARC Board members – the ARC has been well-positioned to contribute meaningfully to the SERD. We continue to engage with the SERD process to ensure its outcomes reflect the specific needs and challenges of early-stage research, while also identifying opportunities to integrate key findings into our own operations.

Similarly, the ARC is engaging with the Productivity Review to ensure that, where relevant, the ARC's activities are informed. An example of this is how Australia's National Science and Research Priorities are drawn in to inform the assessment of NCGP research grant applications.

As a part of the ARC's commitment to streamline and improve our grants processes, the ARC released the [Persistent Identifiers \(PID\) Action Plan](#) designed to increase the use of PIDs in NCGP-funded projects.

The ARC's increased use of PIDs will reduce duplication of research, improve researcher accountability and research reproducibility, and is critical to increasing the quality of data available to the ARC for future research evaluation exercises. The PID Action Plan is also a key activity in the ARC's newly developed [Research Data Framework](#), which brings together a range of initiatives that aim to build data capabilities, improve research data practices, and increase access to research outputs and datasets.

Artificial intelligence

Research funding bodies around the world have been responding to the issues affecting grant systems as a result of advancements in artificial intelligence (AI), particularly generative AI.

The ARC is committed to ensuring that the use of AI in our operations is appropriate, responsible and ethical. The ARC has instituted a policy of zero tolerance of generative AI use by ARC assessors, to protect the integrity of our peer review processes.

To assist our staff with ethical and responsible decision making regarding AI, we published our first [AI Transparency Statement](#), which is available on the ARC website. This guidance complies with the [Policy for the responsible use of AI in government](#) and other relevant guidance material regarding government standards of AI use.

Advancement in the use and technology supporting AI will continue to create new opportunities, challenges and risks for both the ARC's internal operations and for the wider research sector. However, we will continue to monitor emerging trends in this area and ensure that our policies around AI usage remain relevant, appropriate, responsible and ethical.

Facilitating access to research publications

Open access to research is important because it fosters research excellence and impact, thereby improving innovation and prosperity in Australia.

The aim of the [ARC Open Access Policy](#) is for outputs of ARC-funded research to be as openly accessible as possible. The policy specifies what types of research outputs funded by ARC grants must be made openly accessible; timeframes in which that must occur; where the research outputs can be stored; what must be done if the research outputs cannot be made open access; and encourages the use of creative commons licensing.

During 2024-25, the ARC has been undertaking a thorough review of our Open Access Policy and is commencing targeted public consultation on possible policy revisions.

In recognition of the importance of open research data and data on research, the ARC has also committed to the development of a FAIR (Findable, Accessible, Interoperable, and Reusable) policy that will support adherence across NGCP-funded projects to the [FAIR principles for data management](#).

Engagement and partnerships

The ARC undertook targeted engagement and communication activities throughout the year to support the research community, strengthen relationships, and promote the value of ARC-funded research.

Strategic sector engagement was led by the CRO and Executive Directors through participation in key forums, institutional visits, and direct consultations with universities and peak bodies.

Internationally, the ARC continued to foster relationships through bilateral meetings and multilateral initiatives focused on research integrity, open science, responsible research assessment and global collaboration.

The ARC also advanced its communications program to improve transparency, highlight the impact of ARC-funded research, and support engagement with researchers, research administrators and the broader community. This included tailored content for social media, website updates, sector newsletters, and collaboration with research institutions to promote grant outcomes and success stories.

1.6 Outcomes of ARC-funded research

Research highlights demonstrate how research funded through the NCGP is making a real difference to Australia and the world. The following case studies reflect a selection of the research projects which demonstrate the economic, commercial, environmental, social and/or cultural benefits arising from ARC-funded research.



Image credit: iStock, Vesnaandjic

Building better: neighbourhoods to benefit children with disability

Professor Hannah Badland, RMIT University

Human wellbeing is deeply influenced by the local environment, but the needs of children with disabilities are often left out when it comes to urban planning. With her ARC Future Fellowship, Professor Hannah Badland hopes to change this.

Professor Badland's project aims to understand how children with disabilities interact with the built environment in the neighbourhood context, and how it impacts their opportunities and the trajectory of their life.

Though urban policy considers children and people with disabilities as their own groups, she says children with disabilities are often overlooked. The needs of children with disabilities are unique and require unique policy and planning.

'Looking at that group is really important because we know that for children, the early years are a significant time for brain development. If they can get into inclusive education, for example, it sets up their trajectory for life,' says Professor Badland.

She notes that many children with disabilities get excluded from education in their early years. 'They're not in kindies and daycares because infrastructure is not there to support them,' she says. 'When we look at the availability of kindergartens and daycares, guess what? The high-quality ones are in advantaged neighbourhoods. So, you have this double disadvantage.'

This is why she's specifically interested in how we can design better, more inclusive neighbourhoods. By designing neighbourhoods that support children with disabilities, she says we can address both their immediate needs and their long-term wellbeing. In fact, it sets the foundation for an inclusive and equitable future.

‘That the community you’re in allows for diversity to be accepted and welcomed and makes everyone feel like they belong right from the start, is really important.’

Professor Badland says this can help ensure that all children with disabilities get to ‘be part of the kid cohort, that they’re going down and playing at the parks, that they’ve got the same independence, that they’ve got the same rights afforded.’

Her project has several components, including a policy review to better understand the current urban design landscape and quantitative modelling to create practical actionable knowledge for policymakers about what works for children with disabilities.



Image credit: iStock, FatCamera

Currently, Professor Badland is conducting critical qualitative research to find out what children with disabilities need. She is specifically focusing on children under 12 who have sensory and intellectual disabilities, which are most common in younger children.

‘We think we know what is important for kids with disability, but we don’t actually know,’ she says.

What we do know typically comes from parents reporting on their children. There are ‘assumptions that the kids can’t speak for themselves, or they won’t, but that’s not actually true. It’s just that we need to change the way we do our research.’

She admits this is challenging and requires out of the box thinking. ‘Just asking kids is a really hard thing, whether they’re disabled or not. Kids just don’t think that way. They’re thinking in the here and now, and they need to almost locate themselves in the conversation.’

In current workshops, for example, children are given LEGO City sets to create neighbourhoods that feature what they think is important.

According to Professor Badland, ARC funding is what makes this work possible. It allows researchers to start building teams, bring others’ ideas in, and experiment with new ways of doing research.

‘You can really think about things differently ... and you can take those skills and learnings and tools that you picked up during the fellowship and start applying those to other research projects.’

Powering a greener metaverse: reducing the carbon cost of virtual worlds

Professor Willy Susilo, University of Wollongong



Image credit: iStock, Floriana

The metaverse is a vast 3D virtual universe where people work, play and connect using digital avatars. It has long promised to transform how we live online, but there's a catch: it's extremely energy hungry.

From virtual-reality headsets to AI systems, cloud servers to blockchain networks – the technologies that power the metaverse come with a heavy carbon footprint. As the world pushes towards net zero emissions, making the metaverse more energy efficient is a growing priority.

With the help of ARC funding, Professor Willy Susilo and his team at the University of Wollongong have established a world-class facility to tackle the problem of energy efficiency for digital technologies.

The metaverse relies on a string of technologies that demand high levels of energy. Professor Susilo says 'decentralised structures' such as blockchain are particularly hungry for power, but a key problem is that the exact amount of energy consumed by these technologies is difficult to measure. They operate in a sort of 'black box', according to Professor Susilo.

A new ARC-funded facility allows researchers to measure the exact energy usage of each component in real time. It's a critical step towards designing smarter, more sustainable digital systems.

'Suppose that this algorithm is consuming 1,000 watts. I will need to tweak my algorithm to see whether there is anything I can do here. Maybe a swap here and there, so the voltage will be reduced,' Professor Susilo says.

This hands-on ability to experiment and optimise gives developers the tools they need to design energy-efficient algorithms for future metaverse applications.

Professor Susilo sees a huge potential for an energy-efficient metaverse in bringing people together across vast distances. He points to the Brisbane 2032 Olympics as an example.

‘People can sit in the Olympic Stadium and have with them an avatar of their brother or sister, who lives somewhere else in Australia and cannot attend in person,’ Professor Susilo says. ‘They should be able to enjoy the Olympics together, right?’

That kind of immersive real-time connection could be a game-changer, especially in a country like Australia, where geography often keeps people apart. ‘We may feel close, but we’re actually very far apart,’ Professor Susilo says. ‘And Australia is far from everywhere. This kind of technology could help bridge that gap.

‘This is the kind of opportunity we have with this technology. It can allow us to be much closer to our family, relatives and friends, even when we’re far apart.’

By developing technology that is not only immersive but also sustainable, Professor Susilo and his team – in partnership with Monash University, Deakin University, the University of Western Australia, and Queensland University of Technology – are helping to shape a greener future for the digital world.



Image credit: iStock, gorodenkoff

The wonderful, massive, fluorescent world of tiny invisible things

Professor Rachel Landers, University of Technology Sydney



Image credit: Supplied

Australian girls have some of the lowest rates of participation in STEM (Science, Technology, Engineering and Maths) among Western nations. Gendered stereotypes, which shape how children see themselves and their future potential, play a significant role. Professor Rachel Landers and her research team are aiming to improve STEM participation rates through the power of creative storytelling.

With support from the ARC, the team is developing educational science content for school children aged between 10 and 12. A key focus of the project is reflecting diversity in science, especially when it comes to women in STEM. This means being representative without being tokenistic.

Professor Landers says oftentimes, content featuring scientists from diverse backgrounds can actually reinforce biases. 'A lot of content featuring female scientists will just take all the women and do a series. It's not normalising.'

The content being produced through this project is grounded in practical application and will be designed for use in primary schools. It will be used by teachers who are not always confident teaching STEM subjects, says Professor Landers. 'The lack of confidence is possibly because the last time they may have done science themselves was in Year 10.'

Building student capability in STEM subjects is a government priority, but, as Professor Landers notes, 'unless you're comfortable with it and you are having fun with it, and you're engaged with it, it can be really challenging'.

The team's task is to create user-friendly material for teachers that is engaging, fun, and can bring personality into the classroom.

Stories will focus on contemporary scientists working on current scientific problems, with real world impact – like a scientist who is creating stem-cell derived heart patches, which can repair failing hearts.

The stories will also feature a scientist who is researching the role of placentas in pre-eclampsia – a condition that affects between 254,000 and 300,000 pregnancies in Australia every year.

Many featured scientists are in the early stages of their careers. The message is to say 'look at this amazing research scientists are doing that will change the world and save our lives. This is why it's an important career,' says Professor Landers.

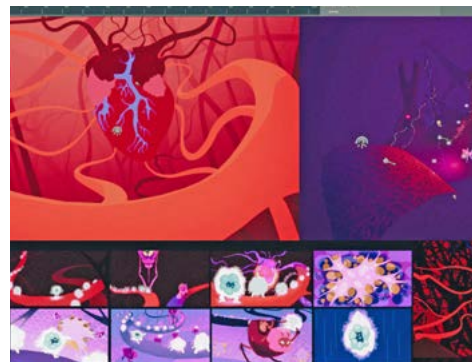


Image credit: Supplied

‘What we’re trying to do is use things that already captivate children: animations, storytelling, passion, life and death, big stakes, and weave that into the way that science is communicated.’

To ensure the successful delivery of the classroom materials, the research team has actively started to build a community of practitioners. They are engaging with the convenors of the University of Technology Sydney’s primary school teaching program, and teachers from the Science Teachers Association NSW. They will also seek qualitative feedback directly from primary school students to gather real-time feedback.

Professor Landers says the ARC funding has provided her team with an extraordinary opportunity, allowing them to ‘combine a creative outlook with a genuinely deep research question.’

Healing land, healing culture: the Wilman Nyungar path to restoration

Mr Darryl Kickett, Curtin University



Image credit: iStock, Lewis Burnett

Roughly 164 kilometres south-east of Perth lies the Dryandra Woodland, part of the globally significant Southwest Australian Floristic Region. Home to rare species like numbats and the ornate crevice-dragon, as well as sacred granite outcrops and ancient Songlines, this landscape has long been significant to the Wilman Nyungar people.

But decades of habitat loss, salinity, invasive species, and the exclusion of Traditional Owners from land management have taken a heavy toll.

With support from the ARC, researchers and Elders have been working together to restore not just the land, but cultural sovereignty, knowledge and resilience.

Led by respected Noongar man Mr Darryl Kickett, who grew up near the Dryandra Woodlands, the project brings Aboriginal communities together with a multidisciplinary team of researchers from Curtin University, the University of Western Australia and Deakin University.

Spanning 18,000 hectares in the Western Australian Wheatbelt, the Dryandra Woodland holds more than 40,000 years of cultural knowledge. By combining Aboriginal knowledge systems with ecological science, the team is finding new ways to reverse biodiversity loss and strengthen cultural ties to Country.

Mr Kickett says the local community knows about the loss of biodiversity there firsthand. He says his Aunty who grew up there experienced the disappearance of native foods.

He himself recalls riding in a horse cart through the Dryandra Woodland with his grandfather and seeing numbats – small marsupials who are now considered endangered – running alongside them. ‘That doesn’t happen anymore,’ he says.

A major milestone in the project was the establishment of the Wilman People Corporation in 2022. It now plays a leading role in the cultural management of the Dryandra Woodland National Park and is closely aligned with the West Australian Government’s formal recognition of the Noongar Nation, and the establishment of its regional governance structures.

At the heart of the project is the Wilman Healthy Country Plan (HCP) – a community-led blueprint for cultural and ecological restoration. Developed through yarning circles and walks on Country workshops with Elders and families, the HCP identifies key threats to biodiversity, such as habitat loss,

invasive species, and climate change. Wilman Elders also worked closely with researchers to map cultural sites and traditional knowledge.

‘We’ve continued to work with the Elders to help them take ownership of the document,’ says Mr Kickett.

‘The Elders have been guiding us. We have been able to document and map campsites, where we also took soil samples and water samples ... we were also able to note the locations of Aboriginal rock sites through a walk on Country methodology.’



Image credit: Supplied

This methodology is based on an important aspect of life for Aboriginal peoples – walking on Country is a vital practice, which fosters spiritual connection and a way to gain and share traditional knowledges. In this case, it has led to detailed observations and a nuanced understanding of local ecology.

The research has uncovered not only ecological insights – such as 65 new plant species – but also rich cultural histories. Stories of survival, traditional bush foods, and sacred sites have also been documented, many for the first time.

This project is not only restoring ecosystems – it’s restoring voice, visibility, and future pathways for the local Aboriginal families. ‘This project has inspired our people. It’s given us agency,’ says Mr Kickett. ‘There was no real agency for us to look at our cultural heritage, but through this research project we’ve established it.’

From identifying causes of plant dieback in Arnhem Land to reintroducing cultural fire practices, Aboriginal knowledge is increasingly being recognised as critical to environmental restoration and providing insights that Western science alone had not uncovered.

The HCP is currently being brought to life through youth camps, a ranger program, cultural tourism and cross-cultural exchange events. As one of only 2 such plans in the region, it is also being looked to as a model for other Aboriginal communities across Australia.

As the project nears completion, Mr Kickett reflects on what has made it work and what is needed next. ‘Collaboration is going to be key to biodiversity and cultural management. Collaboration, understanding, and kindness. And respect. Always respect.’

Turning carbon emissions into valuable goods

Professor Paul Webley, Monash University

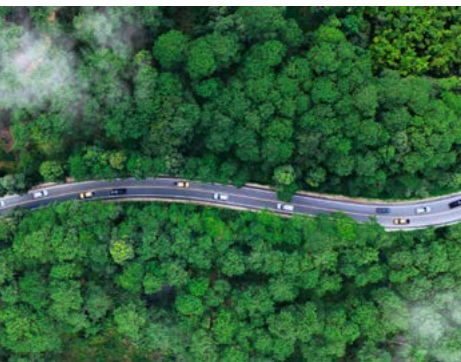


Image credit: iStock, Khanchit Khirisutchalual

As Australia works toward net zero carbon emissions, much of the focus is on reducing the amount of carbon dioxide (CO₂) emitted by humans. The ARC Research Hub for Carbon Utilisation and Recycling (RECARB Hub) is contributing in a different way: by forging breakthrough technologies that can transform CO₂ into valuable new products, from plastics to concrete additives.

Professor Paul Webley, Director of the RECARB Hub, says his team work closely with industry to not only develop new technologies, but also reframe the way we think about CO₂ ‘as feedstock rather than just a nuisance pollutant.’

His practical mindset is no accident. After completing his PhD, Professor Webley worked for industrial gas companies before returning to academia, an experience that gave him a strong understanding of industry drivers and the importance of commercial viability.

Traditionally, CO₂ has limited commercial uses, like carbonation in drinks or preservatives in food packaging. The RECARB Hub is looking beyond those to develop products that are currently made from fossil fuels but could be made from captured carbon instead.

‘We take fossil fuel out the ground [and then] convert it into a plastic, let’s say a polymer. And the question is, can I make polymers from CO₂? And the answer is yes,’ Professor Webley says. ‘You can make everything you make with fossil fuel-derived carbon that you can make from CO₂-derived carbon.’

‘The “C” in CO₂ is the same as the “C” in hydrocarbons. It just happens that it’s got this annoying oxygen associated with it.’ That ‘annoying oxygen’ is no small challenge. Because CO₂ is a low energy molecule, turning it into something useful requires energy – and if that energy comes from fossil fuels, the environmental benefit is lost.

‘The challenge for us in CO₂ conversion is we must source that energy renewably, otherwise we’re going to go backwards.’

The RECARB Hub is a large collaborative effort involving 5 Australian universities, 3 international research institutions and 16 local and international industry companies, spanning energy, chemicals, microbiology, instrumentation, consumer goods and consulting services.

Together, they're tackling emissions from some of Australia's most carbon-intensive sectors. Emissions from gas processing and chemical manufacturing alone exceed 100 million tonnes of CO₂-equivalent per year.

Professor Webley says industry partnerships are key to ensuring the research doesn't stay in the lab. 'We want to give industry the confidence that this is something that doesn't just stay in the lab ... [I]t's something that you can actually look at, you can kick the wheels, you can see it operating, you can get good engineering data from it, and you can get a reliable estimate of the commercial viability of this technology.'

Just 2 years into its ARC funding, the RECARB Hub is already seeing promising outcomes. One is direct air capture technology, which extracts CO₂ directly from the atmosphere. A large pilot plant is already generating commercial interest.

Another is a new process for 're-forming' carbon dioxide into useful chemicals. There's also work underway on bioconversion, which uses biological organisms to produce high-value chemicals that can be harvested either for their own use or for use in chemical manufacturing.

CO₂ can also be used to create the aggregate materials, traditionally stones or rubble found in concrete. 'We take some alkaline mineral sources, react it with carbon dioxide, and we precipitate out these aggregate materials,' Professor Webley says.

With scalable technologies already in the works, Professor Webley is optimistic that the RECARB Hub's research can play a key role in Australia's net zero ambitions.



Image credit: iStock, Fahroni

Breaking the cycle of deep and persistent disadvantage

Professor Janeen Baxter, University of Queensland



Image credit: iStock, davidfillion

More than one million Australians experience deep and persistent disadvantage, affecting their education, employment, housing stability and health. The ARC Centre of Excellence for Children and Families over the Life Course is working to understand the root causes and to develop targeted, community-based solutions to break the cycle.

Centre Director Professor Janeen Baxter says their research focuses on people who experience multiple forms of disadvantage over long periods – not just temporary setbacks.

‘They’re not just moving in and out of economic disadvantage, due to job loss or family changes such as re-partnering, but they remain disadvantaged for long periods of time.’

As inequality continues to rise globally, Professor Baxter warns that emerging challenges like climate change, job displacement due to artificial intelligence, and housing crises require urgent attention.

The Centre uses a multidisciplinary approach to understand how factors such as mental health, geography, and economic status combine to shape people’s lives.

Research teams work closely with both government and sector partners to deliver the most impact. The Centre worked with the Queensland Government to investigate the effectiveness of a pilot program that provided stable housing to low-income families. It also analysed the effectiveness of the Australian Government-funded Adult Migrant English Program, conducting the most comprehensive study of the program since its inception.

More recently, a group of researchers from the Centre ran a co-designed workshop with Mission Australia to figure out how schools can better support youth wellbeing. Over 2 days, workshop participants – including young people, school representatives, youth-sector industry partners and academics – identified gaps and proposed innovative solutions.

Innovative methods and building new data infrastructure are a key part of the work of the Centre. In one project, researchers used a technique called photovoice, asking homeless participants to document their lives through photographs and narratives. The project culminated in an exhibition and accompanying narrative driven by the participants themselves. The exhibition was attended by community members, researchers, and government and industry stakeholders. ‘It was a really powerful way of giving them agency,’ noted Professor Baxter.

Professor Baxter's own work focuses on family dynamics and how changes in family structures and circumstances influence long-term social outcomes.

'Disadvantage starts very early in life and is compounded overtime. Poor early childhood experiences can lead on to poor outcomes in school, which then lead on to reduced employment opportunities, poor health and wellbeing, and social isolation.'

Professor Baxter was the first in her family to attend university. She says an ARC-funded postdoctoral position gave her the opportunity to pursue a research career.

Now also a Kathleen Fitzpatrick Laureate Fellow, Professor Baxter credits the Centre of Excellence as a major turning point in her career.

'It really enabled me to collaborate beyond sociology, to work with statisticians, geographers, economists, epidemiologists and psychologists, and to think about large-scale programs of research in partnership with policy and community stakeholders, rather than pursuing more narrow discipline-specific research questions.'

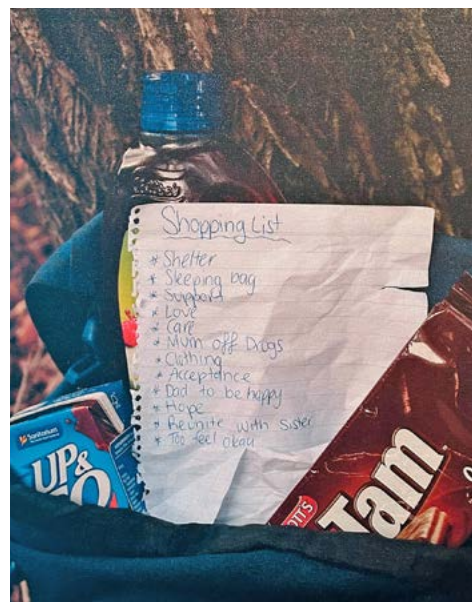


Image credit: Supplied

Helping older Australian's feel seen, heard and less alone through digital storytelling

Professor Jennifer Waycott, University of Melbourne



Image credit: iStock, izusek

One in 4 Australians aged 65 and over live alone, a known risk factor for social isolation. Loneliness has been linked to premature death, poor physical and mental health, and greater psychological distress. Professor Jennifer Waycott and her team are exploring how digital technologies can help older Australians share their life stories and reconnect with their communities.

For over a decade, Professor Jennifer Waycott has explored how technology can support social wellbeing in later life. Her latest ARC Discovery Project brings together human-computer interaction, games research, and aged care to explore how digital storytelling can support memory, identity and connection.

She says digital storytelling can do more than just connect us – stories can help people remember who they are.

‘Older people have lived rich, complex lives,’ says Professor Waycott. ‘But too often, they’re reduced to their age or their care needs. Storytelling helps restore that sense of self.’

The need for research is pressing. The frequency of social contact – both in-person and online – has declined across all age groups in Australia over the past 2 decades. Data from the Household, Income and Labour Dynamics in Australia survey shows a 13% overall drop between 2001 and 2021. And while not all older Australians feel lonely, many experience shrinking social networks due to retirement, bereavement or mobility issues.

The project's team includes Dr Melissa Rogerson, Professor Martin Gibbs, Dr Lucy Sparrow, and postdoctoral researcher Wei Zhao – experts in human-computer interaction and digital games at the University of Melbourne. Together, they bring a multidisciplinary lens to the research, combining technical innovation with deep social insights.

This project explores 3 main types of technology:

- Hybrid games that combine physical board games with digital elements to encourage playful, intergenerational storytelling
- Mixed reality tools, including virtual and augmented reality, which allow older adults to revisit meaningful places or share 3D versions of objects from their lives
- Generative AI, which offers new ways to capture and share stories – but also raises important ethical questions around privacy, creativity and autonomy.

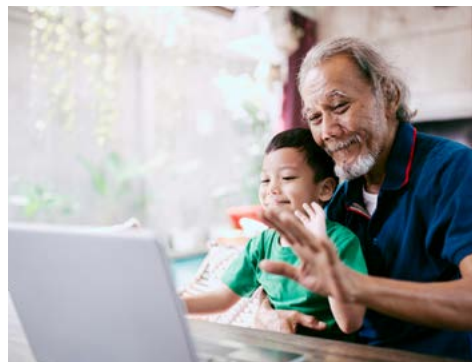


Image credit: iStock, Rifka Hayati

The team are currently in the early stages of co-designing prototypes with older adults, to ensure they are meaningful, respectful and genuinely useful. ‘We’re not just building technology for older people, we’re building it with them,’ says Professor Waycott.

The project’s participatory approach ensures that the tools reflect the lived experiences and preferences of older adults, rather than imposing assumptions about what they need. Early workshops have revealed both enthusiasm and hesitation – highlighting the importance of transparency and user control.

The benefits of storytelling go beyond nostalgia. Research shows that sharing life stories can enhance memory, foster intergenerational connection and improve wellbeing.

In one example from a previous ARC-funded project, a man with dementia used virtual reality to revisit his childhood town in Italy. The experience sparked memories and prompted the telling of stories his daughter had never heard before, creating a powerful moment of connection.

‘It’s not just about remembering the past, it’s about being seen and valued in the present,’ says Professor Waycott.

Professor Waycott’s path to this research was far from linear. With a background in psychology and a PhD in educational technology, she was drawn to the social impact of digital tools. A pivotal moment came in 2012, when she joined an ARC Linkage Project exploring how mobile apps could reduce social isolation among older adults. ‘That project opened my eyes to the richness of older people’s lives – and the challenges they face,’ she says.



Since then, ARC funding has played a transformative role in her career. A 2017 ARC Future Fellowship gave her the stability and scope to lead her own research agenda. 'It allowed me to move from working on other people's projects to building my own team and vision,' she says. Her current Discovery Project continues that trajectory, enabling her to mentor early-career researchers and collaborate across disciplines.

Professor Waycott's long-term vision is a more connected, age-inclusive society, where older people are recognised not just for their needs, but for their stories, wisdom and contributions. She hopes to shift how technology is viewed in ageing: not as a tool to manage decline, but as a medium for expression, legacy and social connection.

With ARC support, she's not only advancing research but mentoring the next generation of scholars. 'This funding allows us to think creatively, build new collaborations, and explore ideas that can make a real difference in people's lives.'

Forging a new way forward for Aboriginal music traditions

Dr Dylan Crismani, University of Adelaide

Dr Dylan Crismani is a Lecturer of Music and the Co-Director of the Centre for Aboriginal Studies and Music at the Adelaide Conservatorium of Music. He is leading an ARC-funded project that supports Arabana and Anangu Pitjantjatjara Yankunytjatjara (APY) peoples in their efforts to revitalise their Songlines.

Dr Crismani explains that 'Songlines' is an umbrella term used to describe a range of musical traditions across Indigenous Nations. A better way to understand them, he says, is to think of them as epics.

'These epics contain all kinds of knowledge and lessons. They're not just songs, they're educational tools.'



Image credit: iStock, Jamesbowyer

In cultures where the written word is not the primary means of documentation, music is an important vessel for passing down important information. For Aboriginal peoples, Songlines encode complex knowledges about history and spiritual law. They also describe travel and trade routes, the locations of waterholes and the presence of food, allowing people to navigate vast distances. The Seven Sisters Songline covers more than half the width of the continent.

One of the project's key challenges is how to faithfully represent Indigenous musical tuning systems within Western frameworks. Dr Crismani says conventional Western tuning systems – the system used to define pitches when playing music – cannot capture the complexity of Indigenous musical traditions.

He recalls an attempt to transcribe a zebra finch songline from archival recordings during his Honours year: 'Trying to notate it on the 5-line staff was like converting a 4K video into 8-bit. You lose so much nuance.'

The dominant tuning system in Western music is called the 12-tone equal temperament. 'It is, at present, the globally dominant tuning system, but this has only been the case for around 100 to 200 years.'

In equal temperament, the octave is divided into 12 equal parts, making the interval between each half step identical and allowing the music to be transposed between all 12 keys. Aboriginal tuning systems, however, are not built in uniform step sizes.

'This is just so different from the Indigenous music that we're working with, where one song from one community is completely different to one in the neighbouring community. And the tuning systems are also completely unique from one song to the next.'

Traditionally, Indigenous and Western music had completely different goals. This is often still the case and necessitates different tuning systems.

To overcome the limitations of Western tuning systems, Dr Crismani and his team are working to gain a deeper understanding of how Aboriginal tuning systems are organised, so they can be applied by Arabana and APY musicians in contemporary ensembles. One of the key outputs following these efforts will be newly composed works, made in collaboration with the Adelaide Symphony Orchestra.

'It is a way to access intangible cultural heritage in a new context.'

To realise these goals, a sizeable team is collaborating across community engagement, cultural repatriation, creative development, and research to realise these goals.

In addition to the project's Chief and Primary Investigators, the team includes Dr Gabriella Smart, who leads work with APY and Titjikala communities; while Dr Jesse Budel, Dr Connor Fogarty, and Dr Iran Sanadzadeh work on developing cutting-edge audio technology, supporting orchestration, and conducting a survey of Indigenous Art Music in the 21st century. Professor Veronica Arbon, Anthony Pak Poy, Doug Petherick, and Eleanor McCall also support repatriation, archival digitisation, and community partnerships.

Asked about how he got to this position, Dr Crismani says that he didn't grow up with a formal music education. 'I taught myself to read music when I was about 12 and that led to very patchy knowledge that I needed to spend a long time addressing.' When he decided to pursue music at university, he found himself competing against people who had been receiving formal music education from a very young age.

'I also experienced what many musicians describe from a young age – hearing notes that couldn't be played at the keyboard – leading me to eventually pursue studies in microtonality.' His PhD, focused on microtonal music and its orchestral realisation, brings a unique skill set to his current work on the ARC-funded project. He says it was during his PhD that he got equipped with the tool set that he is now drawing on.

'I realised these obscure skills aren't that obscure. They can actually translate into meaningful contributions to society.'

For Dr Crismani, this ARC project has been a way to use the skills mastered in his doctoral studies to make a contribution that he hopes will be meaningful to Australian society. 'Being an Indigenous Australian myself, I find that working with Indigenous communities to realise shared goals an immensely rewarding pursuit.'

Saving the Tasmanian wedge-tailed eagle

Professor Chris Johnson, University of Tasmania

Tasmanian wedge-tailed eagles – known affectionately as ‘wedgies’ by locals – are one of Tasmania’s most significant wildlife species. They are Australia’s largest bird of prey, but face numerous challenges to their ongoing survival. With the support of the ARC, Professor Chris Johnson and his team are investigating what these challenges are, and how to overcome them.

Professor Johnson is an ecologist and Professor of Wildlife Conservation at the University of Tasmania. He says that ‘one of the key challenges in the Tasmanian ecosystem, particularly over the last 100 years, is we’ve been losing our big carnivores.’

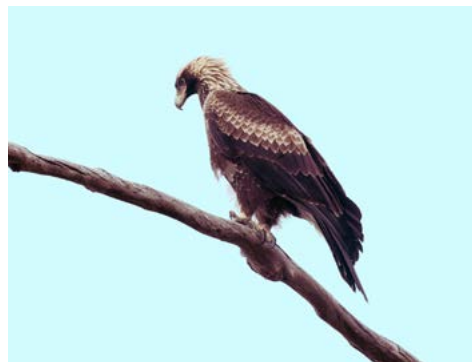


Image credit: iStock, Jeremy Edwards

This is a big problem because the decline of native carnivores means an increase in invasive species, which can have devastating impacts on Australian wildlife. Professor Johnson notes that this has happened before with the decline of the Tasmanian devil.

‘As devils declined, one of the species that benefited was the feral cat, because they scavenge on carcasses if they have the opportunity.

‘The Tasmanian wedge-tailed eagle is an important connector in the ecosystem. It’s now one of the most significant species for essentially recycling the carcasses of animals that have died, of breaking down their bodies so they can be returned to the ecosystem,’ says Professor Johnson.

‘If we respect and even restore our native carnivores, we can protect biodiversity much better than if we spend all of our time trying to track cats or shoot foxes to get rid of them,’ he adds.

As urbanisation and development increases in Tasmania, so do the number of risks and threats to wedgies. The apex predators travel long distances, and are prone to colliding with infrastructure like power lines and wind turbines along the way. They’re also particularly shy breeders.

‘When they’re at the nest trying to breed, it seems clear that they quite readily abandon breeding attempts if they get disturbed. The disturbance could be potentially quite subtle. Things like too much traffic close to a nest tree, where the traffic is the occasional timber trucks or too many people walking around making noise,’ he says.

He says the project's guiding question is how can we ensure the coexistence of big predators that travel long distances within landscapes that people use for lots of different purposes. 'That's the most fundamental problem, and that's really important throughout the world.'

Professor Johnson says he is inspired by the recovery of wildlife in Europe, including landscapes that are highly modified and dominated by people. 'Wolves are increasing, lynx are coming back. Bears, wolverines and beavers are being intentionally reintroduced because they belong there and they have many, many benefits.'

He notes that in Australia, there have been a lot of changes in animal biodiversity. Though his previous research has primarily focused on mammals, he is ultimately trying to understand those threats and to develop strategies, planning tools, methods and concepts that can be used to protect threatened species.

'If we want to live in ecosystems that are healthy and functional, and where all of the ecological processes that are needed for ecosystem function are still operating, we need these big animals.'

Professor Johnson says a key problem is the lack of clear data about wedgies. Not just about their behaviour and the threats they face, but also about their numbers.

'Some of the estimates are as low as 500 breeding birds, which would be 250 breeding pairs, which is a pretty significant level of endangerment.

'If you're down to that small number, it doesn't take very many deaths or disturbances to have a big impact on the rate of growth or replenishment. It's quite easy to tip it into population decline, but we don't exactly know.'

Through this ARC project, Professor Johnson and his team are filling this gap. His team uses GPS tracking devices to track the movements of wedgies. This allows them to gain an in-depth understanding of wedgies' behaviour and how they interact with their changing environment over time.

'The tags can take the location every 6 seconds, so the resolution of the data is actually phenomenal,' he says. With this fine-grained data, his team can 'come up with some rules of operation for land use industries that will minimise their impact on eagles.'

A recent publication uses this data to map a model that can be used to predict the likelihood of collision of eagles with powerlines throughout Tasmania. 'There have been lots of collisions and deaths in the past and this helps to explain why those places are risky,' says Professor Johnson.

The project builds on the work of Dr James Pay, who tagged the birds during his PhD just over 5 years ago. Dr Pay is now a postdoctoral fellow on Professor Johnson's team. The team – which now includes one postdoctoral fellow, 3 PhD students, and a number of research assistants – works closely with 7 industry partners to ensure their learning is applied.

'I think this grant is extremely helpful for building a team and connecting up different organisations so that they can work together on a big project.'

The team also collaborates with a citizen science project, which involves hundreds of people who go out every year to do a count of wedgies using improved surveying methods. This helps provide further information about how many wedgies there are, as well as where they are.

Professor Johnson says the research methodologies his team is using can be applied all over the world.

'I think one role of a project like this is to just to mark out a pathway to say this is knowledge that we can use to make the world better, and to help these species survive without actually hurting human interests.

'It's a way of reconciling animal interests with human interests.'

Kids, bugs and drugs: human–microbial relations in everyday family life

Associate Professor Katherine Kenny, University of Sydney



Image credit: Supplied

Antimicrobial resistance (AMR) is one of the world's most urgent health challenges. If left unaddressed, AMR could make routine medical procedures, such as chemotherapy and caesarean births, far more dangerous. But this isn't just a medical problem – it's a whole-of-society issue that will require whole-of-society solutions to address the social, economic and political drivers of antimicrobial overuse.

At the University of Sydney, health sociologist Associate Professor Katherine Kenny is investigating AMR as a social – not just a medical – problem. Her research focuses on how Australian families interact with antimicrobials and how this might be improved to help forestall the rise of resistant infections or 'superbugs'.

Now in its third year, Dr Kenny's project uses a range of qualitative methods to explore how people relate to the microbial world in everyday life. She has conducted in-depth interviews with parents and carers of young children, university students, and community-based health and care professionals.

She has also employed more creative research approaches, including asking research participants to take photos showing how they keep themselves and their families healthy. 'Asking people to take pictures always brings out interesting and unexpected things that people don't always think to mention,' Dr Kenny explains.

Photos from university students, for example, captured microbes in a way that 'opens up a conversation about more constructive ways of living with other forms of life,' noting that harmful microbes represent only ~1% of the microbial species on our planet and that many more actually keep us healthy.

A key focus of Dr Kenny's research is the over-use of antibiotics, particularly for children – but she is quick to point out that it's a complex issue.

‘Over-prescribing is certainly a problem. But we also need to look at things like family structures, forms of care provision, daycare policies, and inadequate leave provisions. These put pressure on families when they are experiencing ill health ... and drive the demand side of the antimicrobial equation.’

Dr Kenny is currently Deputy Director of the Sydney Centre for Healthy Societies. Over her career she has contributed to several ARC-funded projects, including leading a current Linkage grant that is examining the consequences of rising out-of-pocket healthcare costs in Australia.

She says ARC grants have been ‘crucial not only my own success, but the success of our whole team.’ Her current Discovery Early Career Researcher Award grant allows her to mentor other early-career scholars.



Image credit: Supplied

Manipulating light to create technologies of the future

Professor Dragomir Neshev, Australian National University



Image credit: Supplied

At the ARC Centre of Excellence for Transformative Meta-Optical Systems, a team of researchers are developing miniaturised optical systems that will underpin technologies of the future.

Traditional optics involves using lenses to manipulate light. The idea is that different shapes and materials of lenses can reflect, refract, and transmit light in different ways. This technology has revolutionised instant communication, enabled us to observe microscopic organisms, and even allowed us to take selfies with our phones.

However, there is a limit to how small traditional optical lenses can get. According to Professor Dragomir Neshev, the Director of the Centre, this impedes progress because devices cannot be made any smaller. He says meta-optics will help us overcome this challenge.

Like traditional optics, meta-optical systems also manipulate light, but they do so on a much smaller scale. They use meta-surfaces made up of millions of nanostructures of varying shapes and sizes, which allow for light generation, manipulation and detection not possible with traditional lenses.

Meta-optical systems, first and foremost, reduce bulk. In fact, one of the first applications the Centre explored was replacing the bulky lenses we currently see on mobile phones. This isn't just about thinner phones – meta-optical systems will make it easier and less expensive to produce complex technologies, like miniaturised sensors that can be used to detect diseases early.

They will also make quantum communication possible on a mass scale. Currently, this technology – which offers ultra-secure ways of transmitting information – requires clean rooms and cryogenic cooling. With the use of meta-optics, the complexity of these systems can be reduced so that they can operate at room temperature.

Professor Neshev's favourite application, he says, is definitely the augmented reality glasses the Centre is working on. 'Everybody has seen science fiction movies with glasses that project things. I feel like we are actually very close to this science fiction.'

To make such large ambitions come to life, the Centre brings together 142 researchers – Chief Investigators, Partner Investigators, Associate Investigators, postdoctoral fellows and PhD students – and 14 professional staff members, who are spread across 5 Australian universities.

There are also 18 international partners. Professor Neshev says the Centre has also engaged over 100 different companies, including partnerships that are looking to embed the Centre's technological achievements into new augmented-reality glasses.

Industry partnerships are integral to the success of the Centre's research. It's important, says Professor Neshev, to work with them to ensure the relevance of scientific output. In fact, augmented reality was not an application the Centre was initially expecting to explore.

'What we've seen in the last couple of years is big companies have invested billions of dollars into these technologies.'

The Centre is currently partnering with a company to develop devices that can monitor driver fatigue. The company, says Professor Neshev, 'came to us and said they need to squeeze in all these tiny elements that can detect if the driver is fatigued or not ... and they need to do this with very little space, which they realised quickly is not possible in any conventional way.'

From the very beginning, Professor Neshev understood that the Centre had big aims. They needed to develop new materials – as well as fabrication processes for these materials. It also required experts who could put various elements together to create applications.

When putting together the application grant, he says, 'I thought we needed a team of multidisciplinary expertise between material scientists, fundamental physicists, and applied engineers to realise the full potential of this concept. And indeed, we are very happy that we were able to do that under this Centre of Excellence.'

Professor Neshev says his interest in science started at a young age. Initially, he was interested in space, then lasers, and then decided he wanted to work on something nobody had done before. He credits 2 consecutive fellowships from the ARC early in his career for allowing him to pursue this childhood dream.

'Now, I'm humbled but also very proud to lead this Centre of Excellence,' he says, noting it is his biggest career achievement to date.

'I think everybody in the entire Centre works really well as a body with a joint mission and joint vision to deliver what we have put in our plans, and it's just a pleasure to lead such a Centre. I take this as my biggest achievement.'



Image credit: Supplied

Of mice and men: could a tiny rodent unlock new hope for human brain injuries?

Professor Mary Tolcos, RMIT University



Image credit: iStock, tenra

The spiny mouse is unlike any other mammal. If injured, it can naturally regenerate its hair follicles, nerves, muscles, cartilage and – most importantly for Professor Mary Tolcos and her team – brain tissue.

Through their ARC Discovery project, Professor Tolcos and her team are investigating how the spiny mouse's remarkable healing powers could one day help humans recover from brain injuries.

In Australia alone, more than 700,000 people have brain injuries. This means they live with impairments ranging from memory loss and mood changes to cognitive and motor decline. 'Given the severity of the issue, we're really hoping to find the secret ingredient, or ingredients, that facilitate brain repair.'

Professor Tolcos's own interest in this area began after an extended family member suffered from brain damage. While rehabilitation may help people re-learn some skills after an injury, the human brain doesn't regenerate lost tissue. Instead, it scars – often leaving permanent impairments.

'We want to find out how the spiny mouse, a mammal like the human, is able to repopulate the injury site with neurons and regrow axons across the injury without a glial scar,' Professor Tolcos says.

'If we can find the pathways, the molecular factors, the genes or whatever it might be, can we then harness that information and apply it to human brain injuries?'

The Discovery project is a collaboration between RMIT University and the Université Sorbonne Paris Nord in France. Professor Tolcos's team extracts the cell types from the brain that they think are responsible for the repair mechanism and sends this genetic material to France. There, the French arm of the project develops what is called an 'interactome': the complete set of molecular interactions between those cells.

'It's in the early stages so we don't have any breakthroughs yet, but we do have our focuses,' Professor Tolcos says. 'As in all research, we'll be guided by the data.'

Professor Tolcos credits ARC funding, including her earlier Future Fellowship, for enabling this kind of 'blue sky' research, which has allowed her to expand her lab, mentor PhD students and build a global research network.

CONTENT WARNING: The following article contains information about child sexual abuse. Reader discretion is advised.

Proceed to page 55 to skip past this content.

Reclaiming child rights: activism, public inquiries and social change

Associate Professor Katie Wright, La Trobe University



Image credit: Supplied

In November 2012, the [Royal Commission into Institutional Responses to Child Sexual Abuse](#) was announced. Thousands of survivors shared their stories with the Commission, bringing the topic of child sexual abuse – which has largely remained hidden in our nation's history – out into the open. With the support of ARC funding, Associate Professor Katie Wright is now putting the spotlight on those whose tireless activism and advocacy led to this Royal Commission.

'It is important to address the reality that the Royal Commission didn't just emerge from a media scandal. There were decades of activism and advocacy that were behind it,' Associate Professor Wright explains.

'Some victims-survivors became advocates based on their own experiences, while for others it was because of what happened to their loved ones. People had been fighting for decades for recognition of the abuse experienced by themselves and others as children in institutions.'

Associate Professor Wright notes there is a misconception that children and their families in the past didn't speak out. 'We know from the Royal Commission that people tried to speak out, but they were often ignored or silenced. Children tried to speak up.'

This has been a long-standing research interest for Associate Professor Wright. She began researching in this space after receiving an ARC Discovery Early Career Researcher Award at the start of her research career. She submitted an application when the Royal Commission was first announced, with the aim of finding the factors behind the change in public sentiment.

'The Royal Commission, to me, was a very interesting example of a significant cultural shift in terms of being able to speak about something like child sexual abuse publicly when it had very much been, and continues to some extent to still be, a taboo topic,' she says. 'I was very interested in the Royal Commission as an example of social change.'

She says that there was preparedness on the part of society to listen, and for journalists to report. This 'shone a light on the experiences of people who had been brutalised in the most terrible ways because people were all of a sudden being given a public platform to be able to speak about that.'

For Associate Professor Wright, sociology has a critical role to play in helping us understand the social dynamics that lead to our reluctance to be able to speak about child sexual abuse, and the factors that can shift this reluctance.

'Sociology has the tools to help us understand why some subjects are taboo, why we can speak freely about others, and how this changes over time.'

One of the project outputs will be a public-facing digital archive showcasing the stories of activists and advocates who were instrumental in creating this change. Currently, Associate Professor Wright is interviewing people to gain an understanding of the different types of advocacy and activism that led to the Royal Commission.

She says that groups like Care Leavers Australasia Network and the Alliance for Forgotten Australians have played an important role in bringing attention to the experiences of people who grew up in out-of-home care. There are also many individuals who have been undertaking this work for decades, advocating for many years, often at great personal expense.

This project will not just create a record of their experiences; it will also analyse their stories to provide a better understanding of the historical forms of advocacy and activism in Australia.

'It's an important part of the history of our nation that we have a group of people who've worked hard, often tirelessly and selflessly, to improve the lives of children in the future. I think that's pretty remarkable.'

Creating public-facing materials on this issue is a challenge, admits Associate Professor Wright. 'The reality is that child sexual abuse is a sensitive and difficult topic, and it is difficult to talk about, and often people would prefer not to be thinking about it or talking about it,' she says.

'I think the challenge is finding ways of speaking about it that are not too confronting for people, and that can help to normalise discussions about it as part of a broader aim of improving child safety and destigmatising experiences of victims and survivors.'



The project has an international element, which looks at the concept of child rights. How, for example, the formulation of child rights has shifted the way in which we think about children, how we understand children as rights bearers, and how this has led to inquiries like the Royal Commission and similar inquiries internationally.

For this part of the project, she is working closely with Professor Johanna Sköld, a Professor of Child Studies at Linköping University in Sweden and a former Commissioner of the Swedish Child Abuse Inquiry.

According to Associate Professor Wright, the ARC Discovery Project grant has enabled her to develop this international collaboration. It has also granted her the opportunity to do focused deep research, which would otherwise not be possible, and given 'legitimacy to the work that we're doing'.

'It can be very helpful when you're engaging with the knowledge translation work, as well as during the initial engagement phase with the communities you're working with. Some of the work that I've done now is having policy influence internationally, and funding is critical for those elements too.'

PART 02

Annual Performance Statements

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I, as Chair of the accountable authority (ARC Board) of the Australian Research Council, present the ARC Annual Performance Statements 2024–25, as required under paragraph 39(1)(a) of the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act). In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity in the reporting period (1 July 2024 to 30 June 2025) and comply with subsection 39(2) of the PGPA Act (section 16F of the [PGPA Rule](#)).



Professor Peter Shergold AC

Chair of the ARC Board

29 August 2025

2.2 Statements overview

Purpose

As outlined in the [ARC Corporate Plan 2024–25](#) (Corporate Plan), the ARC’s purpose is to shape the Australian research system for the benefit of the Australian community by enabling world-leading research and capability, fostering research quality, translation and impact, and safeguarding research integrity.

In support of this purpose, the ARC is responsible for delivering 3 programs, as described in the [ARC Portfolio Budget Statements 2024–25](#) (PBS):

- Discovery – Research and research training (Program 1.1)
- Linkage – Cross-sector research partnerships (Program 1.2)
- Excellence in Research for Australia (ERA) (Program 1.3).

The Discovery and Linkage Programs combined are what is known as the National Competitive Grants Program (NCGP).

As per the Corporate Plan, the ARC has 5 key activities that align with our purpose and assist us in meeting the objectives of our outcome and programs:

1. Fund high-quality and impactful research through competitive peer review
2. Evaluate research excellence, impact and depth
3. Safeguard research integrity and security
4. Provide grant services to government entities
5. Provide research policy advice.

The *ARC Annual Performance Statements 2024–25* (Statements) outline the ARC’s performance for 2024–25. The Statements align with the key activities and provide a summary of the agency’s effectiveness in achieving its purpose.

Outcomes from research are often realised over a longer term and can be difficult to reliably track through performance measures. However, highlights of ARC-funded research are included in **Section 1.6** to demonstrate the excellence of ARC-funded research, and the significant ways in which it can, and continues to, benefit the Australian public.

Changes to performance measures

Measure 10 was changed from *'Develop a proposal for a new research evaluation framework'* to *'Design a new approach for evaluating the excellence, impact and depth of Australian university research'*. This measure was revised following publication of the Corporate Plan to reflect the work being undertaken on the development of a new National Research Evaluation and Impact Framework. Additionally, the 2024–25 target for this measure was adjusted from *'The ARC develops a proposal for a new research evaluation framework to evaluate research excellence, impact and depth in Australia'* to *'not applicable'*, as work is ongoing, with reporting to occur in 2025–26 instead.

Measure 12, *'Partners are satisfied with the services provided by Research Grants Services'*, is a new measure that was introduced in the Corporate Plan 2024–25. This measure was not included in the PBS as it is not linked to the programs described in the PBS.

Approach

For each of the key activities, the Statements include:

- a description of the activity, including alignment to programs and additional performance information (where applicable)
- a detailed analysis of performance for each performance measure
- a performance summary or overall analysis of performance against the activity.

Data notes

The 2024–25 reporting period is based on the financial year (1 July 2024 to 30 June 2025), inclusive of start and end dates.

- All data results have been rounded to one decimal place for consistency, except where required to clearly show a result.
- The specific methodologies for calculating the results for each performance measure are denoted with each measure.
- Figures are used in **Part 2** to assess performance outcomes reflect data collected on the basis of grants awarded, and do not directly correspond to financial statement information provided elsewhere in this report.

Reference material

Descriptions of the NCGP schemes are provided in **Appendix 1**.

A glossary and list of acronyms and abbreviations is provided in **Part 6**.

The following scheme rounds were finalised (i.e. a funding announcement occurred) in 2024–25:

- Discovery Program: DP 2025, DECRA 2025, FT 2024, FL 2025, IN 2025
- Linkage Program: LIEF 2025, LP 2024 (rounds 1 and 2).

2.3 Summary of results

The ARC has 12 performance measures reportable in 2024–25. In 2024–25, the ARC achieved 11 out of 12, with one measure identified as not applicable. A summary of results is provided in **Table 5** and a detailed analysis on the ARC’s performance against each performance measure is provided later in this section (performance measures 1 to 12).

Table 5: Summary of results against performance measures

Performance measure or mechanism	Result
1: The percentage of ARC schemes completed in time to meet ARC published timeframes	Achieved
2: The percentage of submitted progress, End of Year and final reports reviewed on time	Achieved
3: The percentage of appeals upheld against NCGP application assessment processes for all applications submitted	Achieved
4: The percentage of ARC-funded research projects involving international collaboration for all ARC-funded research projects	Achieved
5: The average number of days to action research integrity investigation outcomes reported to the ARC	Achieved
6: The proportion of funded Chief Investigators who identify as an Aboriginal and/or Torres Strait Islander researcher	Achieved
7: The percentage of approved projects where the Administering Organisation is notified within 21 days of approval	Achieved
8: The ARC peer review process identifies research excellence	Achieved
Mechanism 8.1: The percentage of full applications that receive a minimum of 2 peer review assessments per application across all NCGP schemes	Achieved
Mechanism 8.2: The percentage of different Fields of Research the ARC College of Experts covers reflecting broad experience and expertise of the College	Achieved
Mechanism 8.3: The number of outreach engagements where the ARC promotes, educates or recognises participation in the peer review process	Achieved ⁷
9: The total contribution from partner organisations for all research projects funded under the Linkage Projects scheme	Achieved
10: Design a new approach for evaluating the excellence, impact and depth of Australian university research	Not applicable ⁸
11: The ARC provides expert advice on research across government	Achieved

⁷ This reporting mechanism will be rated as achieved for 2024–25 while benchmarking is in place.

⁸ The target for this measure for 2024–25 has been amended to not applicable as work will be ongoing and reporting will occur in 2025–26.

Performance measure or mechanism	Result
Mechanism 11.1: The ARC provides expert advice to parliamentary inquiries on research across government within timeframes provided	Achieved
Mechanism 11.2: The number of government committees and forums on research attended by the ARC	Achieved ⁹
Mechanism 11.3: The number of Senior Academics engaged as Executive Directors who provide the ARC with expert advice on research	Achieved
12: Partners are satisfied with the services provided by Research Grants Services	Achieved

⁹ This reporting mechanism will be rated as achieved for 2024–25 while benchmarking is in place.



2.4 Key activities

Fund high-quality, impactful research through competitive peer review

Through the NCGP, the ARC supports excellent early-stage research and research training. The NCGP is currently divided into 2 core programs – Discovery and Linkage – that encourage national competition across all disciplines outside of clinical and other medical research.

The Discovery and Linkage programs both deliver benefit to Australia by supporting excellent, internationally competitive research that strengthens Australia's capacity in areas of national priority; fostering national and international collaboration; and providing research training and career opportunities to current and emerging researchers.

Consultation undertaken with the research sector and other stakeholders as part of the NCGP Policy Review revealed a consensus that the NCGP has delivered value over the past 20 years, but that it needs to be reshaped for the future if Australia is to achieve the best research outcomes. Consequently, one of the ARC's key priorities for the coming years is to design and implement a new model for the NCGP, including new schemes and processes, to deliver on the Board's bold new policy objectives.

Descriptions of the ARC's NCGP schemes under the Discovery and Linkage programs are provided in **Appendix 1**.

Post-award grant management

Each year, the ARC manages approximately 6,300 active projects, from 97 unique funding rounds, through 14 schemes.

We work with universities to ensure funded projects comply with Funding Agreements and deliver expected outcomes. This is done through monitoring reports (e.g. end-of-year financial reports, annual/progress reports, final reports), variations to Funding Agreements, and mid-term reviews (Centres of Excellence scheme only).

Prior to making any significant changes to a project, the Research Office of the Administering Organisation must seek agreement from their Participating Organisations and the ARC. During 2024–25, we assessed and completed 3,303 variations, with 5,800 individual changes being made.

The ARC Centres of Excellence scheme provides projects funding for up to 7 years and a rigorous external performance review is undertaken in the fourth year of operation. To do this, an independent panel, chaired by an ARC Executive Director, reviews the Centre against the relevant terms of reference. During 2024–25, the ARC completed mid-term reviews for 9 Centres of Excellence.

Evaluate research excellence, impact and depth

The ARC's former evaluation exercises – Excellence in Research for Australia (Program 1.3) and Engagement and Impact – were discontinued in 2023 by the Minister for Education. These exercises were resource intensive for universities, drove institutional comparisons and competition in ways that did not add value, and had largely fulfilled their purpose. However, the Australian Universities Accord made recommendations regarding a future National Research Evaluation and Impact Framework, which will replace the previous research evaluation exercises.

The ARC has been working to develop options for how future research evaluation could be undertaken, including investigating a wide range of research data holdings, collaborating with international partners to understand global shifts and best practice, and advances in data management such as persistent identifiers (reliable, long-lasting references to a digital resource) to understand and evaluate university research in a more data driven way.

The ARC will continue to enhance data capability and consider policies to enable the use of datasets, while ensuring data practices remain ethical and follow best practice. Work will continue on understanding the policy requirements for measuring excellence, impact and depth; exploring opportunities to leverage research data through new technologies and partnerships; and development of potential models for a future framework. The ARC will look to undertake targeted consultation with stakeholders on potential future approaches to national research evaluation to deliver insights into the national research sector.

Safeguard research integrity and security

The Australian community expects research to be conducted responsibly, ethically and with integrity. The ARC plays a vital leadership role in maintaining and promoting responsible conduct of research. In collaboration with the National Health and Medical Research Council (NHMRC) and Universities Australia, the ARC co-authored the [Australian Code for the Responsible Conduct of Research](#) (Code), which articulates the broad principles and responsibilities that underpin the conduct of Australian research. Alongside the NHMRC, we provide secretariat support to the Australian Research Integrity Committee, which undertakes reviews of institutional processes used to manage and investigate potential breaches of the Code.

Under the Code, research institutions are responsible for conducting preliminary assessments and formal investigations. If a research integrity concern involves an ARC project, an ARC-funded researcher, current ARC applications, detailed assessors and/or members of the ARC College of Experts, the institution is required to report the findings of their preliminary assessment or formal investigation to the ARC. The ARC then takes action in response to the outcomes.

The [ARC Research Integrity Policy](#) promotes and supports research integrity and safeguards confidence in the value of publicly-funded research.

The ARC is committed to preserving public confidence in the integrity, legitimacy, impartiality, and fairness of its business. ARC committee members and assessors, as well as any individual undertaking ARC business, must comply with the [ARC Conflict of Interest and Confidentiality Policy](#), which is available on the ARC website.

Provide grant services to government entities

The ARC partners with other Commonwealth entities to deliver their research grant programs. The ARC's Research Grant Services (RGS) supported the award of grants worth over \$237 million in 2024–25. RGS supports the administration of research grants for these partners via a range of service models including fully managed grant programs, software as a service, and identifying research expertise.

These arrangements aim to make it easier to fund the best research and researchers in line with partner agency policy objectives, provide evidence about the value of research, and improve research-related outcomes. The arrangements leverage the ARC's Research Management System (RMS), which is familiar to the research sector; improve the consistency of grants administration data available to government; and make it easier to apply for, assess and manage Commonwealth research grants in Australia.

During 2024–25, the ARC partnered with 4 Commonwealth entities to deliver research grants by those entities via our RGS. These partners and programs included:

- the Office of National Intelligence (ONI)
 - National Intelligence and Security Discovery Research Grants program – Intelligence Challenges Grants (Rounds 1 to 4)
 - National Intelligence Discovery Grants program (Rounds 5 to 6) – the program was renamed in 2024 to reflect a refined focus on the Intelligence Challenges
- the National Security Science and Technology Centre (NSSTC), Department of Defence
 - National Intelligence and Security Discovery Research Grants program – National Security Challenges Grants (Rounds 1 to 2)
- the Department of Education
 - National Collaborative Research Infrastructure Strategy (NCRIS)
 - Australia's Economic Accelerator (AEA)
- the Department of Agriculture, Fisheries and Forestry (DAFF)
 - Future Drought Fund.

ONI, NSSTC and the Department of Education maintained responsibility for their programs' policy funding and grants administration, with the ARC responsible for any grants administration it undertook on their behalf.

Through RGS, we supported the application, assessment of grant applications (including facilitating expert peer review), and management of funded grants for ONI and NSSTC.

Through a 'software as a service' agreement, RGS supported the Department of Education to manage its NCRIS and AEA grants programs through the ARC's RMS grants management platform.

The ARC provided DAFF with expert identification services to assist them in finding the necessary research expertise to assess research elements related to the grant applications they had received.

Provide research policy advice

The ARC advises the Minister on a broad range of research matters that impact the research sector and its operating environment. We provide expert advice on research funding matters, research trends and career pathways. We engage and collaborate with government, universities, industry, and international stakeholders to monitor research trends, identifying areas for collaboration to ensure that the ARC retains our reputation as a world-class funding agency.

Our data and analysis capability enables advanced economic modelling that directly supports policy advice to government, reveals operational trends in the NCGP, and evaluates the key drivers of research outcomes and impacts under different policy scenarios. These insights help guide strategic decisions not only within the ARC but also across government and industry.

This year, the ARC has engaged with government agencies to inform significant policy processes including the Strategic Examination of Research and Development (SERD), the National Research Infrastructure Roadmap, and the revitalisation of the [National Science and Research Priorities](#).

Engagement activities undertaken across the research sector itself have increased in frequency and complexity and have directly led to improvements for the research sector and grant applicants. There are now clear pathways for stakeholders at all levels within the sector to engage directly with the ARC in relation to NCGP grants.

During 2024–25, data was also made more accessible and usable than ever. Updates to the [ARC Data Portal](#) and the launch of new dashboards, such as the NCGP public-facing dashboards, provide staff, universities, policymakers, and industry partners with a single source of truth and clear, timely insights to identify new opportunities for collaboration, investment, and impact.

2.5 Performance results and analyses

Performance measure 1

The percentage of ARC schemes completed in time to meet ARC published timeframes				
Target	100% of scheme round outcomes are announced within the timeframes published on the ARC website			
Results	2021–22	2022–23 ¹⁰	2023–24	2024–25
	N/A	93.3%	100%	100% (achieved)
Methodology	The number of ARC schemes where outcomes were announced within the published timeframes on the ARC website against all ARC schemes where outcomes were announced, for the reporting period. If applicable, Linkage Projects rounds are counted separately for the purpose of this measure.			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure sources	Corporate Plan 2024–25 page 27, PBS 2024–25 pages 140 and 143	Data source	ARC NCGP administrative database	
Measure types	Quantitative and efficiency			
Outcome	NCGP application assessment processes are conducted in an efficient and timely manner			

Analysis of results

The ARC achieved performance measure 1. Our target was to have 100% of NCGP scheme outcomes announced within the published timeframes on the [ARC website](#).

During 2024–25, 6 of 8 scheme rounds were announced on time across both the Discovery Program and Linkage Program. The remaining 2 scheme rounds were announced late due to the impact of significant events, including the federal election caretaker period and ensuring ARC’s compliance with the due diligence process required under the ARC Act.¹¹

When broken down by program: 4 of 5 schemes were announced on time for the Discovery Program; 2 of 3 schemes were announced on time for the Linkage Program. Furthermore, there were 4 schemes where outcomes were announced earlier than the published announcement window.

¹⁰ 2022–23 was the first period this measure was reported.

¹¹ As per the calculation methodology of this measure, for the purposes of this measure schemes impacted by significant events are considered as being delivered on time.

The ARC uses timeliness as a proxy indicator of efficiency, driving the agency to implement processes that make the best use of ARC resources and to continually identify better ways to meet these timelines.

The ARC has worked on reducing time taken between a funding decision and the announcement of results through extensive forward planning to meet the announcement dates published on our Grants Calendar. Changes have been implemented to the announcement process to help ensure applicants are aware of when outcome information will be announced, including providing advance notice on social media.

The ARC acknowledges that adherence to our stated timelines benefits researchers and partner organisations by providing more certainty of expected announcement of outcomes, allowing them to plan ahead.

The ARC will continue to look for further efficiencies in its processes to ensure compliance with published announcement timings of grant outcomes.

Performance measure 2

The percentage of submitted progress, End of Year and final reports reviewed on time				
Target	More than 90% of completed final grant reports and submitted End of Year Reports, Progress/Annual Reports, which are reviewed by the ARC within 90 days of submission			
Results	2021-22	2022-23	2023-24	2024-25
	97.0% ¹²	97.0%	89.6%	92.6% (achieved)
Methodology	Percentage of reports processed within the reporting period i.e. finalised (approved/waived) or de-submitted back to the research office for action. 90 days is calculated from the last date of submission			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure sources	Corporate Plan 2024-25 page 28, PBS 2024-25 pages 140 and 143	Data source	ARC NCGP administrative database	
Measure types	Quantitative and efficiency			
Outcome	The ARC reviews completed final grant reports and submitted End of Year Reports, Progress/Annual Reports in a timely manner (within 90 days of submission) to ensure researchers are not impeded in applying for additional grants			

Analysis of results

The ARC achieved performance measure 2, meeting our target of over 90% of completed final reports and submitted End of Year reports, and Progress/Annual Reports reviewed within 90 calendar days of submission.

During 2024-25, we reviewed and processed 7,091 (92.6%) of the 7,659 submitted progress, End of Year and final reports reviewed within 90 days.

When broken down by program: we achieved this measure for the Discovery Program where 5,287 of 5,784 (91.4%) reports were reviewed on time; and achieved this measure for the Linkage Program where 1,804 of 1,875 (96.2%) reports were reviewed on time.

The ARC continues to work in collaboration with research offices and other stakeholders to implement efficiencies and process enhancements, including improved system functionality, in line with our objectives. Efforts have been made to incorporate progress reporting into RMS which has reduced administrative burden on ARC staff and therefore allows more time to review and process more reports. Implementing these improvements to our processes enabled us to achieve this target for 2024-25.

¹² This result is a combination of the results from 2 separate reportable measures in 2021-22.

Performance measure 3

The percentage of appeals upheld against NCGP application assessment processes for all applications submitted				
Target	The number of upheld appeals against administrative processes related to applications is less than 1% of all submitted applications			
Results	2021-22	2022-23	2023-24	2024-25
	1.5%	0.0%	0.0%	0.0% (achieved)
Methodology	Number of appeals upheld in the specified reporting period against all applications where the appeals decision was made in the reporting period			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure sources	Corporate Plan 2024-25 page 28, PBS 2024-25 pages 140 and 143	Data source	ARC NCGP administrative database	
Measure types	Quantitative and effectiveness			
Outcome	The ARC manages NCGP application and assessment processes fairly and in accordance with grant guidelines			

Analysis of results

The ARC achieved performance measure 3. Our target was for less than one per cent of appeals against NCGP application assessment processes being upheld.

Of the 1,132 applications for scheme rounds there were a total of 5 appeals received, with 3 of those appeals being submitted to the NCGP Appeals Committee. No appeals were upheld by the NCGP Appeals Committee.

When broken down by program: there were 3 appeals received for schemes under the Discovery Program; 2 appeals were received for schemes under the Linkage Program.

The ARC acknowledges the importance of maintaining a strong connection with the sector with a focus on improving the feedback to applicants. This focus has resulted in a continued reduction in the number of appeals received compared to the 2021-22 and 2022-23 reporting periods.

Our achievement of this measure, and the improvement shown over the years, is a result of our focus on transparency, consistency, and integrity of the NCGP review process, whereby the ARC continues to build on its strong engagement across the sector.

Performance measure 4

The percentage of ARC-funded research projects involving international collaboration for all ARC-funded research projects				
Target	More than 70% of research projects involve international collaboration			
Results	2021-22	2022-23	2023-24	2024-25
	79.3%	79.4%	79.5%	77.1% (achieved)
Methodology	The number of research projects indicating actual international collaboration is divided by the total number of research projects displayed as a percentage. Data is based on collaboration with nominated countries as per final reports approved within the reporting period.			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure sources	Corporate Plan 2024-25 page 29, PBS 2024-25 pages 140 and 143	Data source	ARC NCGP administrative database	
Measure types	Quantitative and output			
Outcome	The ARC funds a high proportion of projects involving international collaboration			

Analysis of results

The ARC achieved performance measure 4. Our target was that more than 70% of funded projects involved international collaboration.

Of the 1,155 final reports submitted in 2024-25, 891 (77.1%) involved international collaboration.

In 2024-2025, researchers supported by ARC funding reported a decrease in the proportion of collaborations with research partners overseas. This decline is attributable to several contributing factors: COVID-19, war in the Middle East and Ukraine, and a combination of completed projects without international collaboration. While our performance against this measure has remained consistent since its introduction in 2020-21, we note the true impact of COVID-19 on international collaboration is only now starting to come through in our reporting.

When broken down by program: 760 of 944 (80.5%) projects reported international collaboration in their Final Reports for Discovery Program schemes; 131 of 211 (62.1%) projects reported international collaboration in their final reports for Linkage Program schemes.

One of the key goals of the NCGP is to foster international collaboration, to better support the aims of building new knowledge (under the Discovery Program) and the transfer of skills, knowledge and ideas as a basis for securing commercial and other benefits of research in areas of national priority (under the Linkage Program).

The continued achievement of this measure is a result of our commitment to creating and supporting international research collaboration opportunities. Additionally, international collaboration is required or highly encouraged throughout the selection criteria in our Grant Guidelines, and during peer review, assessors continue to place value on international collaboration when assessing grant applications.

Performance measure 5

The average number of days to action research integrity investigation outcomes reported to the ARC				
Target	Investigations reported to the ARC Research Integrity Office are considered and actioned by the ARC in less than or equal to 30 working days			
Results	2021-22	2022-23	2023-24 ¹³	2024-25
	N/A	N/A	22 days	24 days (achieved)
Methodology	The total number of working days for the ARC to action research integrity investigation outcomes divided by the total number of research integrity investigation outcomes actioned in the reporting period. Total days and total number include only research integrity investigation outcomes actioned in the reporting period.			
Related programs	1.1 and 1.2	Related key activity	Safeguard research integrity and security	
Measure source	Corporate Plan 2024-25 page 29, PBS 2024-25 pages 140 and 144	Data source	ARC research integrity administrative register	
Measure types	Quantitative and efficiency			
Outcome	ARC-funded research is undertaken with integrity and complies with national codes on research ethics and the <i>ARC Research Integrity Policy</i>			

Analysis of results

The ARC achieved performance measure 5. Our target was to process and action the outcomes of research integrity investigations, reported to the ARC by institutions, in an average of 30 working days or less.

During the 2024-25 reporting period, the average number of working days it took for the ARC to process and respond to research integrity outcomes was 24 working days.

Of the 37 research integrity outcomes received in this period, the ARC Research Integrity team actioned 29 (78.3%) matters within 30 working days. This is a slight decrease from 2023-24 performance measure, where 85.3% of matters were finalised within 6 weeks.

13 This is a revised measure; 2023-24 is the first period it has been measured and reported with the revised methodology. The initial measure reviewed the percentage of outcomes finalised within 6 weeks; it has been changed to the average number of working days to action research integrity outcomes.

The slight decline in timeliness, while still within our target measure, can be attributed to a small number of complex matters.

Processing and responding to these matters involves referring the outcome of investigations to the ARC's internal Research Integrity Review Committee (RIRC), submitting RIRC's recommendations for the ARC's response to the Senior Research Integrity Officer for clearance, and communicating the outcome and any relevant consequential actions to the institution.

Processing research integrity outcomes efficiently helps universities to finalise and implement corrective actions in a timely manner, and to protect the ARC from risk in NCGP application, assessment and funding processes where problematic researcher conduct is identified.

The ARC will continue to look for efficiencies in its process to improve the timely actioning of research integrity matters.

Performance measure 6

The proportion of funded Chief Investigators who identify as an Aboriginal and/or Torres Strait Islander researcher				
Target	The percentage of Chief Investigators who identify as an Aboriginal and/or Torres Strait Islander researcher on funded applications is higher than the previous reporting period			
Results	2021–22	2022–23	2023–24	2024–25
	N/A	N/A	1.95% (benchmark result) ¹⁴	2.01% (achieved)
Methodology	The percentage of unique Chief Investigators who identify as an Aboriginal and/or Torres Strait Islander researcher on funded applications, as a proportion of the total percentage of unique researchers on funded applications under the NCGP, for an average of 4 years. The target will be met if the result is greater than the figure calculated for the previous reporting year.			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure source	Corporate Plan 2024–25 page 30, PBS 2024–25 pages 140 and 144	Data source	ARC NCGP administrative database	
Measure types	Quantitative and output			
Outcome	ARC grant activities support leadership of projects by Aboriginal and/or Torres Strait Islander researchers			

Analysis of results

The ARC achieved performance measure 6. Our target was for the rolling average of Chief Investigators who identify as an Aboriginal and/or Torres Strait Islander researcher on funded applications over a 4-year period (1 July 2021 to 30 June 2025) to be greater than the previous 4-year period (1 July 2020 to 30 June 2024).

Over the 4-year period between 1 July 2021 and 30 June 2025, 193 out of 9,603 (2.01%) unique Chief investigators on ARC-funded grants identified as Aboriginal and/or Torres Strait Islander. This is an increase from the benchmarked result for the period between 2020–24 where 184 of 9,447 (1.95%) unique Chief investigators on ARC-funded grants identified as Aboriginal and/or Torres Strait Islander.

¹⁴ This result has been provided as a benchmark for this measure to enable reporting in 2024–25.

During 2024–25, 50 out of 2,351 (2.13%) unique Chief investigators identified as Aboriginal and/or Torres Strait Islander. When broken down by program: 33 out of 1,650 (2.00%) Chief Investigators funded under the Discovery Program; and 17 out of 814 (2.09%) Chief Investigators funded under the Linkage Program who identify as an Aboriginal and/or Torres Strait Islander researcher.

Aboriginal and/or Torres Strait Islander peoples and communities make vital knowledge contributions to university research across the sciences, social sciences, humanities and creative arts. Building the pipeline of Aboriginal and/or Torres Strait Islander researchers also builds Australian research system capability that is essential for growing academic knowledge and addressing complex social challenges.

The ARC is committed to supporting and recognising the need to expand Indigenous knowledge systems and recognise traditional knowledge owners, and has several measures embedded within NCGP schemes aimed at supporting the participation of Aboriginal and/or Torres Strait Islander researchers and research. A key example of this is the Discovery Indigenous scheme, which exclusively funds projects led by an Aboriginal and/or Torres Strait Islander researcher, including support for Aboriginal and/or Torres Strait Islander Higher Degree by Research and honours students.

This measure aligns with one of 6 key themes under consideration in the Policy Review of the NCGP, which is to advance support for Indigenous Australian research and researchers. This theme examines the capacity of the NCGP to promote Indigenous academic leadership, strengthen the pipeline of emerging Indigenous researchers, and support Indigenous research and knowledge systems that will benefit the community.

Performance measure 7

The percentage of approved projects where the Administering Organisation is notified within 21 days of approval				
Target	Administering Organisations are notified within 21 days, for all (100%) of the approved projects			
Results	2021-22	2022-23	2023-24	2024-25 ¹⁵
	N/A	N/A	N/A	100% (achieved)
Methodology	The percentage of approved project notifications sent to Administering Organisations within 21 days throughout the reporting period			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure source	Corporate Plan 2024-25 page 30, PBS 2024-25 pages 141 and 144	Data source	ARC NCGP administrative database	
Measure types	Quantitative and output			
Outcome	NCGP application decisions are communicated in accordance with the <i>Australian Research Council Act 2001</i>			

Analysis of results

The ARC achieved performance measure 7. Our target was to notify Administering Organisations within 21 days for all (100%) of the approved projects, consistent with reporting obligations under the ARC Act.

During 2024-25, there were 3,280 of 3,280 (100%) approved project notifications sent to administering organisations within 21 days throughout the reporting period.

When broken down by program there were 2,903 projects approved for Discovery Program schemes and 377 projects approved for Linkage Program schemes.

The changes made to our outcomes announcement preparation processes were key to achieving this outcome. Our internal processes on outcome announcement preparations include extensive forward planning, rigorous testing of our systems and providing advance notice on social media. This helps maintain accountability and transparency of the announcement process.

15 This is a new measure and was introduced in the 2024-25 PBS.

Adherence to these timeframes benefits researchers and partner organisations by reducing uncertainty around the expected timing of outcomes announcements, enabling them to forward plan staffing, project activities and funding arrangements with greater confidence.

The ARC communicates grant funding outcomes directly with the applicants and university Research Offices through our Research Management System (RMS). Applicants and research offices receive automated system generated emails notifying them of funding outcomes. This ensures the efficiency and effectiveness of the announcement process.

Performance measure 8

The ARC peer review process identifies research excellence				
Target	The ARC achieves this measure by using a robust peer review process to make funding recommendations based on expertise representing the breadth of research fields funded by the ARC, and through close engagement with the research sector			
Results	2021-22	2022-23	2023-24	2024-25 ¹⁶
	N/A	N/A	N/A	Achieved
Methodology	The ARC has identified 3 reporting mechanisms (with defined targets) to determine whether the ARC peer review process identifies research excellence. The ARC considers the mechanisms identified appropriate to assess the overall measure.			
Related programs	1.1 and 1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure source	Corporate Plan 2024-25 page 31, PBS 2024-25 pages 141 and 144			
Measure types	Quantitative and output			
Outcome	The ARC uses a robust peer review process to make funding recommendations based on expertise representing the breadth of research fields funded by the ARC, and through close engagement with the research sector			
Reporting mechanism 1: The percentage of full applications that receive a minimum of 2 peer review assessments per application across all NCGP schemes				
Target	More than or equal to 90% of applications receive a minimum of 2 peer review assessments			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	98.3% (achieved)
Methodology	The number of peer review assessments per full application across all NCGP schemes, except for Special Research Initiatives and Linkage Learned Academies Special Projects, is divided by the total number of full applications assessed displayed as a percentage.			
Data source	ARC NCGP administrative database			

¹⁶ This is a new measure and was introduced in the ARC PBS 2024–25.

The ARC peer review process identifies research excellence				
Reporting mechanism 2: The percentage of different Fields of Research the ARC College of Experts covers reflecting broad experience and expertise of the College				
Target	ARC College of Experts represents more than or equal to 80% of the total number of Fields of Research (FoR) covered by the NCGP			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	86.9% (achieved)
Methodology	The FoR codes assigned to each member of the College of Experts is divided by the total number of FoR codes as classified by the Australian and New Zealand Standard Research Classification.			
Data source	ARC NCGP administrative database			
Reporting mechanism 3: The number of outreach engagements where the ARC promotes, educates or recognises participation in the peer review process				
Target	The result will be benchmarked for 2024-25. Future year targets to be determined following a review of results from 2024-25.			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	40 (benchmark result)
Methodology	The total number of events attended or held by the ARC during the reporting period which were reported to promote, educate or recognise participation in the peer review process.			
Data source	ARC outreach administrative register			

Analysis of results

The ARC achieved performance measure 8. Our target was to use a robust peer review process to make funding recommendations based on expertise representing the breadth of research fields funded by the ARC, and through close engagement with the research sector.

There were 3 defined reporting mechanisms used to assess the ARC's achievement of this target. During 2024-25, all 3 reporting mechanisms were achieved (noting that 2024-25 was a benchmarking year for mechanism 3).

Reporting mechanism 1: The percentage of full applications that receive a minimum of 2 peer review assessments per application across all NCGP schemes

The ARC achieved this reporting mechanism. Our target was for 90% or more of applications to receive a minimum of 2 peer review assessments for a balanced approach, which demonstrates the ARC's commitment to ensuring that government funding is spent on the highest quality research that will advance knowledge and benefit the community.

During 2024–25, 4,382 of 4,456 (98.3%) applications received a minimum of 2 peer review assessments. Broken down by scheme, 3,426 of 3,500 (97.9%) applications received under the Discovery Program received a minimum of 2 peer review assessments; 956 of 956 (100%) of applications received under the Linkage Program received a minimum of 2 peer review assessments.

Peer review is a core process used by the ARC to identify excellent research. Timely and reliable assessments are critical to maintaining the integrity and efficiency of ARC's peer review process.

Peer review is undertaken by detailed assessors, who are disciplinary experts from within academia, and general assessors sourced from the ARC College of Experts. The ARC engages peer reviewers directly through assignment of applications for assessment through RMS.

Assessors are provided 4–6 weeks in which to assess applications. The ARC supports the assessors during this process via comprehensive guidance and training through assessor handbooks, direct engagement through webinars, assessment meetings and through outreach and engagement.

The ARC's approach to early assessor engagement, proactive follow-up strategies and risk mitigation strategies have contributed to this outcome.

Reporting mechanism 2: The percentage of different Fields of Research the ARC College of Experts covers reflecting broad experience and expertise of the College

The ARC achieved this reporting mechanism. Our target was for 80% or more of the number of Fields of Research (FoR) codes covered by the NCGP to be represented by the ARC College of Experts (College).

During 2024–25, 185 of the 213 (86.9%) FoR codes are represented by the 373 College members.

FoR codes are one of 3 classifications developed by the Australian and New Zealand Standard Research Classification to measure and analyse research and experimental development statistics in Australia and New Zealand. FoR codes allow research and development activity to be categorised according to common knowledge domains and/or methodologies used.

The ARC has a rigorous nomination process for researchers wishing to become members of the College of Experts led by the ARC Board.

Having broad expertise across the College of Experts is fundamental in ensuring that the ARC funds the highest quality research as well as providing applicants with useful, constructive feedback for future applications.

Reporting mechanism 3: The number of outreach engagements where the ARC promotes, educates or recognises participation in, the peer review process

There is no target for this measure in 2024–25 as the result will be used to establish a benchmark and inform the development of targets for future years. This mechanism has been rated as achieved for 2024–25 while benchmarking is in place.

During 2024–25, 40 out of 119 (33.6%) outreach engagements attended by ARC representatives included specific promotion, education or recognition of participation in the peer review process.

This outcome was supported by a proactive approach to embedding peer review messaging in sector engagement, including during university visits, research office forums and stakeholder briefings. The ARC's increased visibility at conferences and targeted communications also contributed to this outcome.

Peer review is fundamental to the integrity and credibility of ARC-funded research. Promoting and recognising peer review contributions strengthens stakeholder trust, supports reviewer recruitment and retention, and reinforces the ARC's leadership in upholding research quality.

In future years, the ARC will continue to strengthen internal processes to better identify and track when peer review messaging is incorporated into engagement activities.

This initial benchmarking provides a valuable foundation for understanding current stakeholder engagement levels related to peer review. The benchmark result sets a realistic baseline, allowing us to track progress in expanding this engagement focus. It will inform the setting of a formal target for 2025–26 onwards, with consideration given to staff resourcing, engagement opportunities and alignment with our broader strategic objectives around research integrity and community building within the ARC peer review community.

Performance measure 9

The total contribution from partner organisations for all research projects funded under the Linkage Projects scheme				
Target	The average dollar contribution is more than or equal to the previous year			
Results	2021-22	2022-23	2023-24	2024-25
	\$1.59	\$1.65	\$1.46	\$1.48 (achieved)
Methodology	Total partner organisation contribution (cash and in-kind funding) divided by total ARC funding for the same scheme round. Includes all funded Linkage Projects where outcomes were finalised within the reporting period			
Related program	1.2	Related key activity	Fund high-quality and impactful research through competitive peer review	
Measure sources	Corporate Plan 2024-25 page 32, PBS 2024-25 page 143	Data source	ARC NCGP administrative database	
Measure types	Quantitative and effectiveness			
Outcome	The ARC fosters an environment for collaboration between researchers and partner organisations. Total contribution from partner organisations for every ARC dollar is equal to or higher than the previous year.			

Analysis of results

The ARC achieved performance measure 9. Our target was for the average dollar contribution from partner organisations, within the Linkage Projects scheme, to be greater than or equal to the previous year.

In 2024-25, our result was \$1.48, which is greater than our 2023-24 result of \$1.46.

Under the Linkage Projects scheme, the combined cash and in-kind contributions pledged by partner organisations are required to match, at a minimum, the funding sought from the ARC.

The aim of the NCGP is to fund the highest quality research, with partner contributions being just one element that is considered when assessing the overall strength of an application. Assessors consider partner contribution in the context of the research project’s response to the assessment criteria of the scheme.

Performance measure 10

Design a new approach for evaluating the excellence, impact and depth of Australian university research				
Target	Not applicable for 2024–25			
Results	2021–22	2022–23	2023–24	2024–25
	N/A	N/A	N/A	Not applicable
Methodology	The measure will be met if the ARC develops a proposal for a new research evaluation and impact framework			
Related program	1.3	Related key activity	Assess research excellence, impact and depth	
Measure source	PBS 2025–26 page 149 ¹⁷	Data source	Framework proposal and associated project management documentation	
Measure types	Quantitative and output			
Outcome	The ARC has a proposal for a new research evaluation framework which will evaluate the excellence, impact and depth of Australian research			

Analysis of results

This measure was revised following publication of the *ARC Corporate Plan 2024–25* to reflect the work being undertaken on the development of a new National Research Evaluation and Impact Framework. The target for this measure was adjusted from ‘*The ARC develops a proposal for a new research evaluation framework to evaluate research excellence, impact and depth in Australia*’ to ‘*not applicable*’ for the 2024–25 reporting period as this work is ongoing; reporting for this measure will occur in 2025–26.

During 2024–25, the ARC has been working to develop options for how future research evaluation could be undertaken, including investigating a wide range of research data holdings, collaborating with international partners to understand global shifts and best practice, and advances in data management such as persistent identifiers (reliable, long-lasting references to a digital resource) to understand and evaluate university research in a more data driven way.

The ARC will continue to build data capability and consider policy levers that will enable the use of appropriate tools to draw on an increasingly rich dataset, while also ensuring that the ARC and research sector data practices are appropriate, ethical and follow best practice.

17 This measure and target were revised following publication of the *Corporate Plan 2024–25* as it is subject to the government’s consideration of recommendations made in the *Australian Universities Accord Final Report*. The government is currently considering the recommendations made in the *Australian Universities Accord Final Report*. The revised measure and target were first introduced in the [ARC Portfolio Budget Statements 2025–26](#).

The ARC Persistent Identifiers (PID) Action Plan was developed with an aim to increase the use of PIDs in NCGP-funded projects. The ARC's increased use of PIDs will reduce duplication of research, improve researcher accountability and research reproducibility, and is critical to increasing the quality of data available to the ARC for any future research evaluation exercises. The PID Action Plan is also a key activity in the ARC's newly developed Research Data Framework, which brings together a range of initiatives that aim to build data capabilities, improve research data practices, and increase access to research outputs and datasets.

Work will continue on understanding the policy requirements for measuring excellence, impact and depth; exploring opportunities to leverage research data through new technologies and partnerships, and development of potential models for a future framework. The ARC will look to undertake targeted consultation with stakeholders on potential future approaches to national research evaluation that will deliver insights into the national research sector.

Performance measure 11

The ARC provides expert advice on research across government				
Target	The ARC achieves this measure by providing timely and expert advice on research across government			
Results	2021-22	2022-23	2023-24	2024-25 ¹⁸
	N/A	N/A	N/A	Achieved
Methodology	The ARC has identified 3 reporting mechanisms (with defined targets) to assess whether the ARC provides expert advice on research across government. The ARC considers the mechanisms identified appropriate to assess the overall measure.			
Related programs	1.1, 1.2 and 1.3	Related key activity	Provide research policy advice	
Measure source	Corporate Plan 2024-25 page 33, PBS 2024-25 pages 141, 144 and 145			
Measure types	Quantitative and output			
Outcome	The ARC is a trusted source of advice on research matters across government			
Reporting mechanism 1: The ARC provides expert advice to parliamentary inquiries on research across government within timeframes provided				
Target	100% of responses to parliamentary inquiries are submitted within the timeframes provided			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	100% (achieved)
Methodology	The number of parliamentary inquiries responded to by the ARC on time (i.e. as per the submission due date outlined in the inquiry request) is divided by the total number of parliamentary inquiries received by the ARC and displayed as a percentage			
Data source	ARC parliamentary inquiry administrative register			
Reporting mechanism 2: The number of government committees and forums on research attended by the ARC				
Target	The result will be benchmarked for 2024-25. Future year targets to be determined following a review of results from 2024-25.			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	17 (benchmark result)

¹⁸ This is a new measure and was introduced in the PBS 2024-25.

The ARC provides expert advice on research across government				
Methodology	The number of inter-departmental committee (IDC) meetings, conferences and forums on research attended by ARC staff			
Data source	ARC outreach activities administrative register			
Reporting mechanism 3: The number of Senior Academics engaged as Executive Directors who provide the ARC with expert advice on research				
Target	The average number of Executive Directors employed by the ARC across the year will be more than or equal to 3			
Results	2021-22	2022-23	2023-24	2024-25
	N/A	N/A	N/A	5 (achieved)
Methodology	The number of Executive Directors employed by ARC each quarter of the reporting period is divided by 4			
Data source	ARC employment records			

Analysis of results

The ARC achieved performance measure 11. Our target was for the ARC to be a trusted source of advice on research matters across government.

There were 3 defined reporting mechanisms used to assess the ARC's achievement of this target. During 2024-25, 3 of the 3 reporting mechanisms were achieved (noting that 2024-25 is a benchmarking year for mechanism 2).

Reporting mechanism 1: The ARC provides expert advice to parliamentary inquiries on research across government within timeframes provided

The ARC achieved this reporting mechanism. Our target was for 100% of ARC responses to parliamentary inquiries are submitted within the timeframes provided.

In 2024-25, 4 of 4 (100%) parliamentary inquiries received submitted responses from the ARC within the timeframes provided.

This result reflects strong internal coordination processes and collaboration across policy, legal, research program and parliamentary teams. Early engagement with relevant business areas and clear approval pathways supported timely responses.

Timely, expert contributions to parliamentary inquiries strengthen the ARC's reputation as a trusted and responsive source of research policy advice. It ensures the ARC's perspective informs parliamentary understanding of the national research system and contributes to evidence-based decision making across government.

To sustain this performance, the ARC will continue monitoring internal workflows and refine response templates to streamline clearance processes. Staff capacity to respond may be affected if the number or complexity of inquiries increases significantly in future years.

Reporting mechanism 2: The number of government committees and forums on research attended by the ARC

There is no target for this measure in 2024–25 as the result of this measure will be used as a benchmark. The benchmark results will be reviewed to determine targets for future years. This mechanism has been rated as achieved for 2024–25 while benchmarking is in place.

During 2024–25, ARC representatives attended 17 government committees, forums or other events on research.

The ARC's engagement in these forums reflects its active role in shaping, informing and aligning national research policy. Attendance was influenced by existing partnerships with key Commonwealth entities, the ARC's policy advisory role, and invitations to contribute to whole-of-government initiatives. Scheduling constraints and limited resourcing occasionally limited broader participation.

Participation in government committees and forums enables the ARC to represent the interests of the national research sector, share data-driven insights, and contribute to coordinated policy development. It also supports interagency collaboration and ensures the ARC remains aligned with emerging priorities in the research and innovation landscape.

The ARC will continue to monitor and assess the value and relevance of its participation in external committees and forums.

This first-year benchmarking result establishes a baseline to inform future targets and identify opportunities for greater strategic engagement. In setting future targets, the ARC will consider the evolving policy environment, staff capacity, and the potential impact of forum participation on research system outcomes.

Reporting mechanism 3: The number of Senior Academics engaged as Executive Directors who provide the ARC with expert advice on research

The ARC achieved this reporting mechanism. Our target was for the ARC to employ at least 3 Executive Directors on average during the reporting period.

During 2024–25, the ARC employed 5 Executive Directors on average.

These Executive Directors were for: Engineering and Information Sciences; Humanities and Creative Arts; Social, Behavioural and Economic Sciences; Mathematics, Physics, Chemistry and Earth Sciences; Biological Sciences and Biotechnology.

Executive Directors play an important role in engaging and liaising with the research community and using their research and academic expertise to contribute to our programs, policies, and peer review processes.

Performance measure 12

Partners are satisfied with the services provided by Research Grants Services				
Target	100% of partners are satisfied with the services provided by ARC’s RGS			
Results	2021-22	2022-23	2023-24	2024-25 ¹⁹
	N/A	N/A	N/A	100% (achieved)
Methodology	All ARC RGS partners will be surveyed annually. The survey will allow partners to rate their satisfaction with the services provided by RGS			
Related program	Nil	Related key activity	Provide research grant services to government entities	
Measure source	Corporate Plan 2024-25 page 34	Data source	RGS survey results	
Measure types	Quantitative and effectiveness			
Outcome	ARC’s Research Grants Services (RGS) are high-quality, fit-for-purpose and meet the needs of partners			

Analysis of results

The ARC achieved performance measure 12. Our target was for 100% of our RGS partners to be satisfied with the services provided by the ARC's RGS.

During 2024-25, the ARC partnered with 4 Commonwealth entities to deliver research grants by those other entities via our RGS. Regarding the services provided by RGS during the 2024-25 reporting period, 4 of 4 (100%) RGS partners indicated that they were satisfied with the services they received.

When responding to the survey, partners emphasised that the RGS team were proactive, responsive and forthcoming with their knowledge and experience, indicating that the ARC's support through RGS has played a valuable part in ensuring that the requirements for grants administration are met.

The ARC meets regularly with our RGS partners to ensure that their programs are running smoothly. Partners are regularly kept up to date, and active matters are appropriately resolved.

Further to the partner survey, RGS also received unsolicited feedback regarding the operation of the National Intelligence Discovery Grants Round 5 Selection Advisory Committee:

'It was a pleasure to participate in the SAC, which was very well organised and smoothly run. My gratitude once again to the RGS team and Prof Weller for your support during the round and more generally for your service to the research community).'

¹⁹ This is a new measure and was introduced in the Corporate Plan 2024-25.



PART 03

Management and accountability

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3.1 Research grant administration

NCGP Committees

Selection Advisory Committees

Selection Advisory Committees (SACs) provide recommendations to the ARC Board on which applications should be funded and how much funding successful applications should receive, for final decision by either the Board (non-designated research programs) or the Minister for Education (designated research programs). The size and structure of each SAC is influenced by the nature of the grant opportunity and the volume of applications. SACs may consist of College members, other distinguished academic researchers, industry researchers, and members from relevant stakeholder groups.

The Discovery Projects and Discovery Early Career Researcher Award schemes use a SAC structure with 5 disciplinary panels. The Future Fellowships scheme and the Early Career Industry Fellowships scheme have a SAC structure with 4 disciplinary panels.

A single, combined multi-disciplinary SAC structure is used for the following schemes: Australian Laureate Fellowships, Discovery Indigenous, Linkage Infrastructure, Equipment and Facilities, Linkage Projects, Mid-Career Industry Fellowships, Industry Laureate Fellowships, Industrial Transformation Training Centres, Industrial Transformation Research Hubs, Special Research Initiatives and ARC Centres of Excellence.

NCGP Appeals Committee

The NCGP Appeals Committee considers appeals submitted to the ARC in relation to the NCGP. The Committee operates independently to ensure rigour and makes recommendations to the Board about whether appeals should be allowed or dismissed. They also provide general advice to the ARC about modifications and improvements to the ARC's administrative processes. The Committee consists of external members appointed by the Branch Manager, Research Programs and Services.

The NCGP Appeals Committee members for 2024–25 were:

- Mr Peter Lambert
- Ms Sayuri Grady
- Emeritus Professor Amanda Lawson.

The NCGP Appeals Committee met 4 times in 2024–25.

Medical Research Advisory Group

The ARC's Medical Research Advisory Group (MRAG) is responsible for providing additional technical advice regarding eligibility for selected applications. Where the ARC considers that additional expertise is required to determine eligibility under the ARC Medical Research Policy, the application is referred to MRAG members for written advice. Each application requiring additional expertise is referred to at least 3 MRAG members.

MRAG members may be from the current or past College of Experts, or demonstrate sufficient seniority to have a broad overview of research, particularly within research disciplines where there is potential for an overlap with medical research. Advice from MRAG members is considered by the ARC in forming eligibility recommendations to the ARC Board for final decision.

Grant programs

GrantConnect is the Australian whole-of-government, centralised, web-based grant information system. All non-corporate Commonwealth entities, including the ARC, must publish on GrantConnect to meet requirements under the [Commonwealth Grant Rules and Principles](#). GrantConnect is the authoritative source of information in relation to Australian Government grant opportunities and grant guidelines, including for all schemes under the NCGP. Further information can be found on the GrantConnect website, www.grants.gov.au.

[Information on grants awarded by the ARC](#) during the period 2024–25 is available on the ARC website. The ARC also provides access to NCGP data through ARC Grants Search, which forms part of the agency's [Grants Dataset](#).

Research integrity and security

Research security

While primary responsibility for managing research security risks resides with universities, the ARC is continuing to evolve its capabilities to identify and mitigate risk.

Legislative changes to the *Australian Research Council Act 2001* (ARC Act) that took effect from 1 July 2024 introduced a range of provisions assigning powers to the Minister for Education in relation to security, defence and international relations. The ARC is the only Australian Government department or agency that has a specific responsibility under law to screen Australian Government-funded research grant applicants and recipients for security, defence and international relations risks. In 2024–25, the ARC began implementing updated research security processes to support the Minister to exercise their legislative powers under the revised ARC Act.

Consistent with the [Guidelines to Counter Foreign Interference in the Australian University Sector](#), the ARC has processes to support risk identification and mitigation. Assessing research security risks is an important part of the ARC's grant decision making process. The CEO, the ARC Board and the Minister for Education each have important responsibilities to mitigate research security risks affecting ARC-funded research. Research security screening is undertaken on NCGP applications, variations, committee members, and potential sensitivities identified through ARC business.

National codes and statements on research ethics

Research institutions operate within a national framework underpinned by high-level policies. This framework consists of:

- the [Australian Code for the Responsible Conduct of Research](#) (Code)
- the [AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research](#)
- codes relating to [ethical conduct in human research](#) and [research involving animals](#)
- a suite of best practice implementation [guidelines](#).

The ARC is a co-author of the Code. Management of research integrity in Australia is a shared responsibility that involves the ARC, the National Health and Medical Research Council (NHMRC) and a range of other institutions and entities. There is no single Commonwealth agency with regulatory powers for the management or oversight of research integrity in Australia. Responsibility for the various aspects of research integrity is shared among institutions that conduct research; funding agencies; and agencies such as Ombudsman Offices, Crime and Corruption Commissions and the Tertiary Education Quality and Standards Agency.

Research integrity matters relating to ARC business

The ARC expects the highest standards of integrity among those who conduct ARC business, including assessors, applicants and researchers. Institutions undertaking research take responsibility for building a research culture of quality and excellence and managing research integrity arrangements. This includes providing education and training for staff, managing complaints, conducting investigations of allegations of misconduct, and applying appropriate sanctions.

The ARC is not an investigative body and matters cannot be referred to the ARC Research Integrity Office for review. Compliance with the Code and its accompanying guides is a condition of research funding from the ARC, including reporting of breaches of the codes by the research institution.

Under the Code, research institutions are responsible for conducting preliminary assessments and investigations. If a research integrity concern involves an ARC project, an ARC-funded researcher, current ARC applications, detailed assessors and/or members of the College, the institution is required to report the findings of their preliminary assessment or formal investigation to the ARC Research Integrity Office, which then takes action in response to the outcomes.

During 2024–25, the ARC Research Integrity Office finalised 42 research integrity matters. These include:

- 22 matters where institutions reported breaches of the Code and the ARC took action in response
- 5 matters where an institution reported a breach of the Code and the ARC determined that no additional ARC action was required, as the breach was minor, and the corrective action taken by the institution was considered sufficient
- 10 matters in which the allegations were dismissed following institutional preliminary assessments or investigations

- 5 matters resolved by the relevant institution without requiring a preliminary assessment, because the allegations were unsubstantiated, there was insufficient information available to provide grounds for proceeding to preliminary assessments, or other factors.

As at 30 June 2025, 35 active matters were being assessed or investigated by institutions and/or considered by the ARC.

More information is available in the [ARC Research Integrity Policy](#).

Australian Research Integrity Committee

The Australian Research Integrity Committee (ARIC) comprises 9 expert members (**Table 6**) and reports to both the ARC and the NHMRC.

During 2024–25, the ARIC–ARC secretariat received 12 new requests for review. It also provided support to ARIC in relation to 5 cases received in previous financial years.

In relation to the 17 ARIC–ARC matters active in 2024–25, as of 30 June 2025:

- 2 reviews that commenced prior to 1 July 2024 were finalised and the outcome communicated to the relevant parties by the ARC
- 5 requests for review were determined to be invalid or outside the scope of ARIC
- 10 reviews are ongoing.

Table 6: Membership of the ARIC (during the 2024–25 reporting period)

Member	Term of appointment
Emeritus Professor Michael Brooks (Chair)	April 2024 – June 2025
Emeritus Professor Alan Lawson (Deputy Chair)	April 2024 – June 2025
Professor Margaret Otlowski (Deputy Chair)	April 2024 – June 2025
Mr Michael Chilcott	April 2024 – June 2025
Emeritus Professor John Finlay-Jones	April 2024 – June 2025
Professor Gerald Holtmann	April 2024 – June 2025
Dr Jane Jacobs	October 2023 – June 2025
Emeritus Professor Robyn Owens	October 2023 – June 2025
Emeritus Professor Alan Pettigrew	October 2023 – June 2025
Emeritus Professor Janice Reid	April 2024 – October 2024

3.2 Risk oversight, controls and compliance

Fraud and corruption management

In accordance with section 10 of the [Public Governance, Performance and Accountability Rule 2014](#) (PGPA Rule), the ARC's accountable authority must take all reasonable measures to prevent, detect and respond to fraud and corruption relating to the agency, including all ARC officials, service providers or third parties who interact with the ARC.

The Chief Financial Officer is responsible for investigating or otherwise responding to all cases of suspected fraud and corruption. The Chief Financial Officer provides appropriate fraud and corruption information to the ARC Audit and Risk Committee (see **Section 1.3**).

No instances of fraud or corruption, or potential fraud or corruption were identified in 2024–25.

The ARC recognises the need for a sound and robust financial framework based on legal and ethical decision-making. Management has a key responsibility to ensure our assets are safeguarded against loss by fraud or negligence. Management ensures that opportunities for fraud or corruption are minimised. ARC staff are required to implement and adhere to fraud and corruption control procedures and report all instances of suspected fraud or corruption.

The ARC Fraud and Corruption Control Plan complies with the [Commonwealth Fraud and Corruption Control Framework](#). Fraud and corruption control activities undertaken at the ARC during 2024–25 included:

- International Fraud Awareness Week (17 to 23 November 2024) communicated across the agency including the sharing of links to webinars by the Commonwealth Fraud Prevention Centre.
- Integrity training, including managing fraud and corruption risks, was provided to all ARC staff in October 2024.
- The ARC's fraud and corruption risks were reviewed in November 2024 as part of the ARC's biannual operational risk reviews. The second risk review for 2024–25 was rescheduled to July 2025.

Internal audits

The ARC utilises internal audits to provide an independent and objective review and advisory service. This provides the accountable authority with assurance that our financial and operational controls manage the ARC's risks appropriately. Internal audits also assist management in improving our business performance.

The ARC's internal audit function is managed by the Head, Internal Audit, which at the time of reporting is the Chief Operating Officer. The internal auditor role is outsourced to an independent service provider and reports to the ARC Audit and Risk Committee through the Head, Internal Audit.

In 2024–25, our internal auditor, McGrathNicol Advisory, assisted in the development of an annual internal audit work plan; attended ARC Audit and Risk Committee meetings; and completed a number of internal audits and management-initiated reviews.

During 2024–25, the ARC requested McGrathNicol Advisory to conduct 3 internal audits on the ARC's processes for procurement, compliance with the [Australian Government Agencies Privacy Code](#), and work health and safety arrangements. There were also 2 management-initiated reviews on the ARC's NCGP Assurance Framework and payroll controls.

Risk oversight and management

The ARC Board has overall responsibility for risk management at the ARC, setting the ARC's desired risk appetite and tolerance, and assessing strategic risks. The CEO and senior management work with the ARC Board to promote and communicate risk management strategies and practices within the ARC, managing strategic, operational, and fraud and corruption risks and their controls; monitoring the management of shared risks; and reviewing the ARC Risk Management Framework.

Business areas routinely monitor the ARC's risk environment and review their risks and controls through a centralised online governance and risk management system. Risk information from all business areas is periodically reported to the ARC Board, CEO and senior management. The ARC Audit and Risk Committee reviews the appropriateness of the ARC's system of risk oversight and management and system of internal controls.

The ARC Risk Management Framework aligns with the [Commonwealth Risk Management Policy](#) and supports our staff in carrying out risk management effectively.

The ARC has 4 key strategic risks that could affect the agency's achievement of its objectives. As at 30 June 2025, the ARC's strategic risks were:

- Failure to provide strong leadership on research strategy
- ARC-funded research is not creating new knowledge or achieving national benefit
- The ARC is not engaging effectively with its stakeholders
- The ARC fails to comply with its legislative requirements and key government policies.

The Board, CEO and senior management reviews the ARC's strategic risks and controls twice yearly, and the implementation of risk treatments are regularly tracked and reported on as part of this review process.

Furthermore, the ARC also reviews its operational risks and controls twice-yearly. This is done to ensure that business areas have a risk approach embedded into processes and planning to assist with delivery against the activities outlined in the corporate and operational plans.

The ARC is committed to preserving public confidence in the integrity, legitimacy, impartiality, and fairness of its business. Members of the ARC Board, ARC committee members and assessors, as well as any individual undertaking ARC business, must comply with the [ARC Conflict of Interest and Confidentiality Policy](#), which is available on the ARC website.

Business continuity and disaster recovery

The ARC's Business Continuity Plan sets out controls and contingencies to minimise the likelihood and/or consequence of any potential risk exposure to the core business processes of the ARC. It includes the Disaster Recovery Plan, which is designed to safeguard and recover critical ICT systems.

External scrutiny

Judicial decisions, decisions of administrative tribunals and by the Australian information commissioner

There were no decisions from any court during 2024–25 that had, or may have, a significant impact on the operations of the ARC.

There was one significant decision by an administrative tribunal. In August 2024, the ARC appeared at the Administrative Appeals Tribunal in relation to a freedom of information matter. The Tribunal ruled that the information sought from the ARC was exempt from disclosure under section 45 of the [Freedom of Information Act 1982](#) (FOI Act), because the information in question was confidential information.

Reports on ARC operations by the Auditor-General

During 2024–25, the ARC was not directly involved in any performance audits conducted by the Australian National Audit Office (ANAO).

In 2023–24, the ANAO undertook a performance audit on [Compliance with Corporate Credit Card Requirements](#) in the Australian Research Council. The ANAO audit report, which was tabled in Parliament on 27 June 2024, made 3 recommendations to further strengthen ARC's policies, processes, and controls. The ARC has addressed all 3 recommendations in full.

All ANAO performance audit reports, recommendations, and key learnings are monitored and disseminated to relevant business areas across the ARC for review and consideration of actions, to ensure that the agency is adhering to best practice.

Reports on ARC operations by the Commonwealth Ombudsman

During 2024–25, the Ombudsman's office conducted 2 investigations into ARC business:

A complaint that the ARC did not follow appropriate process in ruling a project ineligible. After the ARC provided detailed information, the Ombudsman's office advised in January 2024 that it would not investigate further.

The Ombudsman's office also provided an outcome to an investigation in November 2024 regarding a complaint about the Australian Research Integrity Committee (ARIC) Chair's decision to decline the applicant's request for a further ARC-ARIC review. After the ARC provided detailed information, the Ombudsman's office advised that it would not investigate further and provided the ARC with comments and suggestions. In March 2025, the ARC advised the Ombudsman's office of how it is addressing the comments and suggestions. This investigation commenced in the 2023–24 reporting period but was not described in the *ARC Annual Report 2023–24*.

Agency capability reviews

No capability reviews of the ARC were conducted or released during 2024–25.

Parliamentary services and reporting to Parliamentary Committees

During 2024–25, ARC officials appeared before the Senate Education and Employment Legislation Committee for:

- Supplementary Budget Estimates on 7 November 2024
- Additional Budget Estimates on 27 February 2025.

Information publication scheme

Entities subject to the FOI Act are required to publish information for the public as part of the Information Publication Scheme. In compliance with the FOI Act, information relating to the Information Publication Scheme is published on the [ARC website](#).

Training and development

To ensure our workforce has the right skills and the right culture to succeed and deliver on the ARC *Strategy 2022–2025* (ARC Strategy), we launched the ARC's [People Strategy 2023–2026](#) (ARC People Strategy) in December 2023. Ongoing implementation of the ARC People Strategy provides us a clear pathway to steer the agency towards a high-performing culture.

A key deliverable of the ARC People Strategy is the ARC Capability Framework. This framework represents the 9 organisational capabilities that we need to invest in to ensure we deliver on our strategy and are prepared for the future of the public sector. This framework enables more strategic and informed decisions about learning and development, performance, and workforce planning. The 9 organisational capabilities included in the ARC Capability Framework are:

- service-centric design
- organisational change resilience
- data fluency
- research, analysis and evaluation
- stakeholder engagement, communication and collaboration
- strategic policy advice
- diversity and inclusion
- project management
- knowledge management.

During 2024–25, the ARC particularly focused on building our capabilities in data fluency and strategic policy advice. We did this by undertaking training on data literacy and delivering policy advice, through eLearning.

In addition to the ARC's People Strategy and Capability Framework, we revised our Learning and Development Strategy (L&D Strategy), which encompasses all the individual enrichment opportunities offered to employees in the workplace – so our people can build their careers and the organisation can meet its objectives.

The ARC provides a range of training opportunities including eLearning, in-house training, and external opportunities such as coaching and studies assistance.

Essential learning

All new starters to the ARC complete the 'Induction to the ARC' program, which consists of Australian Public Service (APS) induction modules covering topics such as fraud awareness, integrity, child safety, diversity and inclusion, and general working in government information. The induction program also includes an introductory course where new employees can learn more about the work of the ARC, our history, and the impact the NCGP has on Australia's universities and research.

As part of the L&D Strategy, our people are required to complete a variety of mandatory eLearning modules throughout the year. In 2024–25, these courses consisted of:

- Aboriginal and Torres Strait Islander Appreciation
- Pride Inclusion Program
- Mental Health in the Workplace
- Security Awareness
- Data Literacy
- Bullying and Harassment
- Delivering Great Policy Advice
- APS Foundations: Integrity in the APS
- Commonwealth Child Safe Framework.

Optional learning

Under the L&D Strategy, the ARC coordinates access to optional in-house courses for all ARC employees. In 2024–25, these courses covered a range of topics including privacy awareness, mental health and wellbeing, building resilience, navigating change, procurement and contract management, organisational change management, and thriving through change.

The ARC also hosts a series of virtual seminars aimed at raising awareness of ARC partners and stakeholders, providing staff with an opportunity to learn from and ask questions of stakeholders about projects the ARC is funding or on issues relevant to the ARC. Five presentations were held during 2024–25 on a range of issues, including the research on the elimination of violence against women, an overview of the Australian university sector, gender equity in research, and NAIDOC and National Reconciliation Week seminars focused on highlighting First Nations research and researchers.

Diversity and inclusion

The ARC is committed to creating and maintaining a safe, respectful, and inclusive workplace culture through equity and equality. In support of this, the ARC's Diversity and Inclusion Framework encompasses a number of diversity plans and policies that enables work to remove barriers and embrace the diversity of our people, with the aim of creating a truly inclusive workplace.

The ARC also has an internal Diversity Working Group, which increases diversity awareness in the agency by hosting and promoting diversity events such as our annual Multicultural Food Festival event on Harmony Day, R U Ok? Day morning tea, Wear it Purple Day, International Women’s Day, and many more.

In addition to our support for diversity and inclusion in our own workforce, the ARC also values equality, diversity, and inclusion in the research workforce that we partner with in the delivery of our grants. The ARC’s [Research Workforce Statement](#) outlines our commitment to a strong and sustainable research workforce. In recognition of our ongoing need to promote a strong and diverse research sector, this statement and related policies are being reviewed as part of the ARC Policy Review of the NCGP.

Employment arrangements and remuneration

Employment agreements

The *ARC Enterprise Agreement 2024–2027* (ARC Enterprise Agreement) outlines the employment arrangements for all non-Senior Executive Service (SES) ARC staff. This agreement integrates agreed common terms across all APS agencies such as improvements to parental leave, and an improved pay offer.

The ARC Enterprise Agreement also allows eligible staff to make an individual flexibility arrangement to vary the effect of terms of the agreement. Individual flexibility arrangements within the ARC generally deal with retention allowances or remuneration, allowing the CEO to ensure the employment conditions of specialised employees reflect market forces and experience.

Employment agreements for ARC SES staff are set out by common law contracts. A breakdown of all ARC employment arrangements is provided in **Table 7**.

The ARC’s Work Health and Safety arrangements, provided in accordance with Schedule 2, Part 4 of the [Work Health and Safety Act 2011](#), are reported in **Appendix 4**.

Table 7: Employment arrangements, current reporting period (as at 30 June 2025)

Employment arrangement	SES	Non-SES	Total
ARC Enterprise Agreement	0	124	124
Individual flexibility arrangements ²⁰	0	0	0
Australian workplace agreements	0	0	0
Common law contracts	7	0	7

20 Staff on individual flexibility arrangements are included in the ARC Enterprise Agreement total.

Remuneration and benefits

The ARC offers a range of non-salary benefits to employees in 2024–25, including flu vaccinations, a healthy lifestyle allowance, superannuation advice, access to salary packaging arrangements, and access to an employee assistance program. The ARC does not provide performance pay or performance-based bonuses.

The salary ranges for all ARC employees are outlined in **Table 8**, and further breakdowns of SES remuneration are provided in **Tables 9** and **10**.

Table 8: Salary ranges by classification level (during the 2024–25 reporting period)

Classification level	Minimum salary (\$)	Maximum salary (\$)
SES 3	N/A	N/A
SES 2	\$281,095	\$345,111
SES 1	\$228,360	\$278,246
EL 2	\$143,268	\$161,491
EL 1	\$119,401	\$128,580
APS 6	\$93,627	\$105,910
APS 5	\$84,436	\$89,231
APS 4	\$77,722	\$82,132
APS 3	\$69,136	\$73,059
APS 2	\$61,904	\$67,250
APS 1	\$57,262	\$58,728
Other	N/A	N/A
Total (minimum/maximum)	\$57,262	\$345,111

Note: the CEO and ARC Board Members are not included in this table.

SES remuneration

Remuneration is reviewed annually and considers the individual's personal skills, knowledge, experience and capabilities, as well as achievements against goals set in the previous performance cycle.

As at 30 June 2025, the notional salary range for SES Band 1 and Band 2 officers was between \$228,360 and \$345,111.

During 2024–25, the ARC had 10 key management personnel (**Table 9**), 7 senior executives (**Table 10**), and one 'other highly paid staff' member identified under the definitions outlined in the Department of Finance's RMG-138: Commonwealth entities executive remuneration reporting guide for annual reports.

Table 9: Remuneration for key management personnel (during the 2024-25 reporting period)

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary (\$)	Bonuses (\$)	Other benefits and allowances (\$)		Long service leave (\$)	Other long-term benefits (\$)		
Professor Peter Shergold	ARC Board Chair	104,250	-	-	11,990	-	-	-	116,240
Professor Susan Dodds	ARC Board Deputy Chair	78,190	-	-	8,993	-	-	-	87,183
Emeritus Professor Margaret Harding	ARC Board Member	52,130	-	-	5,996	-	-	-	58,126
Professor Cindy Shannon	ARC Board Member	52,130	-	-	8,029	-	-	-	60,159
Mr Mark Stickells ²¹	ARC Board Member	-	-	-	-	-	-	-	-
Distinguished Professor Maggie Walter	ARC Board Member	52,130	-	-	5,996	-	-	-	58,126
Professor Paul Wellings	ARC Board Member	52,130	-	-	5,996	-	-	-	58,126

21 Mr Stickells' remuneration and employment is managed by CSIRO.

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Name	Position title	Base salary (\$)	Bonuses (\$)	Other benefits and allowances (\$)	Superannuation contribution (\$)	Long service leave (\$)	Other long-term benefits (\$)	Termination benefits (\$)	Total remuneration (\$)
Ms Sally-Ann Williams	ARC Board Member	52,130	-	-	5,996	-	-	-	58,126
Professor Ute Roessner	ARC CEO	114,337	-	922	20,957	2,869	-	-	139,086
Dr Richard Johnson	Acting ARC CEO	355,425	-	2,630	58,316	10,058	-	-	426,429
Total	-	912,852	-	3,553	132,266	12,927	-	-	1,061,599

Table 10: Remuneration for senior executives (during the 2024-25 reporting period)^{22, 23}

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average Base Salary (\$)	Average Bonuses (\$)	Average other benefits and allowances (\$)		Average long service leave (\$)	Average other long-term benefits (\$)		
\$0-\$220,000	4	86,830	-	1,731	17,382	4,190	-	-	110,133
\$220,001-\$245,000	-	-	-	-	-	-	-	-	-
\$245,001-\$270,000	-	-	-	-	-	-	-	-	-
\$270,001-\$295,000	-	-	-	-	-	-	-	-	-
\$295,001-\$320,000	2	242,507	-	4,469	35,615	26,561	-	-	309,152
\$320,001-\$345,000	1	161,120	-	2,979	26,611	4,148	-	143,540	338,398
\$345,001-\$370,000	-	-	-	-	-	-	-	-	-
\$370,001-\$395,000	1	235,763	-	4,469	33,476	101,121	-	-	374,829
\$395,001-\$420,000	-	-	-	-	-	-	-	-	-
\$420,001-\$445,000	-	-	-	-	-	-	-	-	-

22 This table does not include staff already recognised as key management personnel in Table 9.

23 This table includes all substantive SES employed by the ARC during the period and those employees acting in SES positions for 3 months or longer.

Table 11: Remuneration for other highly paid staff (during the 2024–25 reporting period)

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average Base Salary (\$)	Average Bonuses (\$)	Average other benefits and allowances (\$)		Average long service leave (\$)	Average other long-term benefits (\$)		
Total remuneration bands	Number of senior executives								
\$260,000–\$270,000	1	223,929	-	250	34,491	5,965	-	-	264,635

Staff statistics

The ARC's staffing statistics (excluding the ARC Board Members and the CEO), as at 30 June 2025, for the current (2024–25) and previous (2023–24) reporting periods are provided in **Tables 12 to 25**.

Overview

Table 12: Ongoing employees by location and gender, current reporting period (as at 30 June 2025)

Location	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	4
QLD	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	2
SA	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VIC	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
WA	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	42	4	46	60	8	68	0	0	0	0	1	1	0	0	0	115
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	48	5	53	64	8	72	0	0	0	0	1	1	0	0	0	126

Table 13: Non-ongoing employees by location and gender, current reporting period (as at 30 June 2025)

Location	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
QLD	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VIC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	0	0	0	3	0	3	0	0	0	1	0	1	0	0	0	4
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	0	1	3	0	3	0	0	0	1	0	1	0	0	0	5

Table 14: Ongoing employees by location and gender, previous reporting period (as at 30 June 2024)

Location	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	1	1	2	2	0	2	0	0	0	0	0	0	0	0	0	4
QLD	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
SA	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VIC	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
WA	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	41	6	47	64	16	80	0	1	1	0	0	0	0	0	0	128
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	47	7	54	69	16	85	0	1	1	0	0	0	0	0	0	140

Table 15: Non-ongoing employees by location and gender, previous reporting period (as at 30 June 2024)

Location	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
QLD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VIC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0	4
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0	4

Table 16: Ongoing employees by job classification level and gender, current reporting period (as at 30 June 2025)

Classification level	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES2	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
SES1	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	4
EL2	10	1	11	10	0	10	0	0	0	0	0	0	0	0	0	21
EL1	17	1	18	30	1	31	0	0	0	0	0	0	0	0	0	49
APS6	9	1	10	10	6	16	0	1	1	0	0	0	0	0	0	27
APS5	5	0	5	7	2	9	0	0	0	0	0	0	0	0	0	14
APS4	1	0	1	3	0	3	0	0	0	0	0	0	0	0	0	4
APS3	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
APS2	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	2
APS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	48	4	52	64	9	73	0	1	1	0	0	0	0	0	0	126

Table 17: Ongoing employees by job classification level and gender, previous reporting period (as at 30 June 2024)

Classification level	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES1	0	0	0	5	0	5	0	0	0	0	0	0	0	0	0	5
EL2	11	2	13	8	0	8	0	0	0	0	0	0	0	0	0	21
EL1	14	2	16	25	2	27	0	0	0	0	0	0	0	0	0	43
APS6	10	2	12	18	9	27	0	1	1	0	0	0	0	0	0	40
APS5	7	0	7	8	4	12	0	0	0	0	0	0	0	0	0	19
APS4	2	0	2	4	0	4	0	0	0	0	0	0	0	0	0	6
APS3	1	0	1	1	1	2	0	0	0	0	0	0	0	0	0	3
APS2	2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	3
APS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	47	7	54	69	16	85	0	1	1	0	0	0	0	0	0	140

Table 18: Non-ongoing employees by job classification level and gender, current reporting period (as at 30 June 2025)

Classification level	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
EL1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS6	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS5	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1
APS4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	0	1	3	0	3	1	0	1	0	0	0	0	0	0	5

Table 19: Non-ongoing employees by job classification level and gender, previous reporting period (as at 30 June 2024)

Classification level	Man			Woman			Non-binary			Uses a different term			Prefers not to say			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EL1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS6	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS4	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0	4

Employment arrangements

Table 20: Employees by classification level and full-time or part-time status, current reporting period (as at 30 June 2025)

Classification level	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	3	0	3	0	0	0	3
SES 1	4	0	4	1	0	1	5
EL 2	20	1	21	1	0	1	22
EL 1	46	3	49	0	0	0	49
APS 6	19	8	27	1	0	1	28
APS 5	12	2	14	1	0	1	15
APS 4	3	1	4	0	0	0	4
APS 3	2	0	2	1	0	1	3
APS 2	0	2	2	0	0	0	2
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	109	17	126	5	0	5	131

Table 21: Employees by classification level and full-time or part-time status, previous reporting period (as at 30 June 2024)

Classification level	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	5	0	5	0	0	0	5
EL 2	19	2	21	1	0	1	22
EL 1	39	4	43	1	0	1	44
APS 6	28	12	40	1	0	1	41
APS 5	15	4	19	0	0	0	19
APS 4	6	0	6	1	0	1	7
APS 3	2	1	3	0	0	0	3
APS 2	2	1	3	0	0	0	3
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	116	24	140	4	0	4	144

Location

Table 22: Employees by location and employment type, current reporting period (as at 30 June 2025)

Location	Ongoing	Non-ongoing	Total
NSW	4	0	4
QLD	2	1	3
SA	2	0	2
TAS	0	0	0
VIC	2	0	2
WA	1	0	1
ACT	115	4	119
NT	0	0	0
External territories	0	0	0
Overseas	0	0	0
Total	126	5	131

Table 23: Employees by location and employment type, previous reporting period (as at 30 June 2024)

Location	Ongoing	Non-ongoing	Total
NSW	4	0	4
QLD	3	0	3
SA	2	0	2
TAS	0	0	0
VIC	2	0	2
WA	1	0	1
ACT	128	4	132
NT	0	0	0
External territories	0	0	0
Overseas	0	0	0
Total	140	4	144

Indigenous Australian employment

Table 24: Number of Indigenous Australian employees by employment type, current reporting period (as at 30 June 2025)

Employment type	Total
Ongoing	2
Non-ongoing	0
Total	2

Table 25: Number of Indigenous Australian employees by employment type, previous reporting period (as at 30 June 2024)

Employment type	Total
Ongoing	1
Non-ongoing	1
Total	2

PART 04

Financial performance and reporting

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4.1 Purchasing, contracts and assets

Contracts

Expenditure for consultancy contracts

During 2024–25, the ARC entered 203 new consultancy contracts involving total actual expenditure of \$0.783 million (inclusive of GST). In addition, 604 ongoing consultancy contracts were active during the period, involving total actual expenditure of \$1.597 million (inclusive of GST). A summary of the ARC's engagements with consultants for 2024–25 is provided in **Tables 26** and **27**.

Table 26: Number and expenditure of consultancy contracts (during the 2024–25 reporting period)

	Number ²⁴	Expenditure \$ (GST inc.) ²⁵
New contracts entered in to during the reporting period	203	\$0.783 million
Ongoing contracts entered in to during a previous reporting period ²⁶	604	\$1.597 million
Total	807	\$2.380 million

Table 27: Expenditure on consultancy contracts by organisation (during the 2024–25 reporting period)²⁷

Name of organisation	Australian Business Number	Expenditure \$ (GST inc.)
McGrathNicol Advisory Partnership	34 824 776 937	\$488,091
Vectiq Pty Ltd	13 651 597 509	\$167,131
A23 Pty Ltd	81 612 329 781	\$108,680
Puzzle Partners	69 107 246 926	\$81,521
Rowdy Co P/L	12 158 255 648	\$34,452

Annual reports contain information about actual expenditure on consultancy contracts. Information on the value of contracts and consultancies is available on the AusTender website, www.tenders.gov.au.

²⁴ As per all consultancy contracts that have been entered into not just those that are reportable on AusTender.

²⁵ Expenditure on consultancy contracts represents the actual cash expenditure during the period for the contracts detailed but does not include any accrued expenses.

²⁶ The number of ongoing contracts is all active consultancy contracts as at 30 June 2025 that were entered into prior to the 2024–25 period.

²⁷ The expenditure in this table is the top 5 consultancy expenditures during 2024–25 by organisation. This may cover multiple contracts and contracts that are no longer active as at 30 June 2025.

Policy on selection and engagement for consultancy contracts

The ARC’s policy on selecting and engaging consultants is set out in the ARC Accountable Authority Instructions and in related procurement instructions and guidance material.

The ARC engages consultants in accordance with the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), including the Commonwealth Procurement Rules and relevant internal policies. Consultants are primarily for independent research or assessment, or where specialist skill or expertise is required. Consultants are engaged through a merit selection or procurement process. Most of the ARC’s consultancy expenditure relates to the engagement of independent members for selection and evaluation committees.

Consultancy services are distinguished from other contracts for services by the nature of the work performed, which typically involves the development of an intellectual output that assists with agency decision-making and reflects the independent views of the service provider.

Expenditure for non-consultancy contracts

During 2024–25, the ARC entered 80 new non-consultancy contracts involving total actual expenditure of \$8.996 million (inclusive of GST). In addition, 110 ongoing non-consultancy contracts were active during the period, involving total actual expenditure of \$8.615 million (inclusive of GST). A summary of the ARC’s engagements with non-consultants for 2024–25 is provided in **Tables 28** and **29**.

Table 28: Number and expenditure of non-consultancy contracts (during the 2024–25 reporting period)

	Number ²⁸	Expenditure \$ (GST inc.) ²⁹
New contracts entered in to during the reporting period	80	\$8.996 million
Ongoing contracts entered in to during a previous reporting period ³⁰	110	\$8.615 million
Total	190	\$17.611 million

28 As per all non-consultancy contracts that have been entered into not just those that are reportable on AusTender.

29 Expenditure on non-consultancy contracts represents the actual cash expenditure during the period for the contracts detailed but does not include any accrued expenses.

30 The number of ongoing contracts is all active non-consultancy contracts as at 30 June 2025 that were entered into prior to the 2024–25 period.

Table 29: Expenditure on non-consultancy contracts by organisation (during the 2024–25 reporting period)³¹

Name of organisation	Australian Business Number	Expenditure \$ (GST inc.)
Jones Lang LaSalle – ARC	69 008 585 260	\$3,010,591
Face 2 Face Recruitment	47 112 122 504	\$1,318,434
Hudson Global Resources (Aust) Pty Ltd	21 002 888 762	\$1,059,712
Calleo Resourcing Pty Ltd	29 606 001 763	\$974,365
Dell Australia	46 003 855 561	\$684,746

Annual reports contain information about actual expenditure on non-consultancy contracts. Information on the value of contracts is available on the AusTender website, www.tenders.gov.au.

Australian National Audit Office access clauses

The ARC is required to provide details of any contract entered into during the reporting period of \$100,000 or more (inclusive of GST) that does not provide for the Auditor-General to have access to the contractor’s premises. The ARC must include the name of the contractor, the purpose and value of the contract, and the reason for not including standard access clauses in the contract.

The ARC did not have any contracts over \$100,000 that did not provide for the Auditor-General to have access to the contractor’s premises.

Exempt contracts

The ARC accountable authority did not exempt any contracts from publication on the AusTender website during the reporting period.

Procurement initiatives to support small business

The ARC supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise [participation statistics](#) are available on the Department of Finance’s website, www.finance.gov.au.

The ARC recognises the importance of ensuring that small businesses are paid on time. The results of the survey of Australian Government payments to small business are available on the Treasury’s website, www.treasury.gov.au.

³¹ The expenditure in this table is the top 5 non-consultancy expenditures during 2024–25 by organisation. This may cover multiple contracts and contracts that are no longer active as at 30 June 2025.

The ARC employs a number of procurement practices to support SMEs including:

- using standard contract templates with clear and simple language
- using electronic payment systems to facilitate on-time payment
- encouraging credit card use to expedite payments
- utilising Supply Nation, a non-profit organisation established to grow the Aboriginal and Torres Strait Islander business sector by promoting supplier diversity in Australia
- reporting against the Indigenous Procurement Policy on the number of contracts, contract values and expenditure for all Aboriginal and Torres Strait Islander SMEs.

Purchasing

The ARC's approach to purchasing is consistent with the Commonwealth Procurement Rules and the PGPA Act, which regulate how agencies govern and undertake procurement. Detailed policies and procedures relating to procurement are also outlined in the ARC Accountable Authority Instructions and specific policy and procedure guides (such as those for travel and use of Commonwealth credit cards). All policies and procedures are reviewed periodically and updated as required.

The Finance Section is responsible for procurement within the ARC. Finance Section staff provide information and training about procurement policies and procedures as required.

The ARC publishes information on proposed procurements in the [Annual Procurement Plan – Australian Research Council](#), available on the AusTender website, www.tenders.gov.au. This plan gives potential suppliers early notice of significant planned procurements for the coming year. All procurements over \$10,000 are published on the AusTender website.

Assets management

The ARC does not have any significant asset holdings however, the ARC's assets include office fit-out, furniture, ICT software and 'portable and attractive' equipment such as laptops and mobile phones. The ARC also owns server and network infrastructure located at an appropriately secured commercial data centre located in the ACT.

The ARC reviews its asset holdings annually to ensure cost effectiveness and whole-of-life utilisation. The ARC undertook a comprehensive revaluation of its assets value as at the end of the 2023–24 financial year. The next comprehensive valuation of assets will be performed in early 2025–26 when the ARC moves to the new premises.

4.2 Financial performance

Summary

This section provides an overview of the ARC's financial performance during 2024–25 for departmental and administered activities. It should be read in conjunction with the information on financial statements provided in **Section 4.3**, which include:

- the Australian National Audit Office (ANAO) unqualified audit opinion for the statements
- a statement from the accountable authority, CEO, and Chief Financial Officer that the financial statements comply with the PGPA Act
- the ARC's annual financial report.

The ARC's initial total budgeted resource for 2024–25, as per the May [ARC Portfolio Budget Statements 2024–25](#) (PBS) was \$1,054.9 million. This comprised:

- \$1,031.3 million for the administered annual appropriations (\$1,023.8 million for the NCGP and \$7.5 million for suppliers)
- \$23.6 million for the departmental expenses (\$23.0 million from departmental appropriation and \$0.6 million from external revenue).

The ARC resource statement is presented in **Table 30**, followed by the ARC expenses for Outcome 1 which is presented in **Table 31**.

Compliance with finance law

The ARC did not report any significant issues to the Minister under paragraph 19(1)(e) of the PGPA Act that relates to non-compliance with finance law.

Departmental activities

Departmental activities include assets, liabilities, revenues and expenses that the ARC controls directly and uses to produce outcomes on behalf of the Australian Government.

For 2024–25, the ARC recorded an operating deficit of \$4.5 million compared to the May 2024–25 budget position of an operating deficit of \$1.9 million. Own source revenue decreased from \$0.8 million in 2023–24 to \$0.6 million in 2024–25 due to timing of contracts.

Administered activities

Administered activities include assets, liabilities, revenues and expenses that are managed by the ARC on behalf of the Australian Government, including grants and supplier costs. For 2024–25, there were \$941.2 million in administered expenses.

Resource statements

Table 30 shows the total resourcing from all sources available to the ARC for its operations and to deliver programs and services on behalf of the government. The table also summarises how resources were applied by administered (on behalf of the government or the public) and departmental (for ARC’s operations) classification.

Table 31 shows how much ARC budgeted and spent (on an accrual basis) on achieving Outcome 1, broken down by program, as well as by administered and departmental funding sources.

Table 30: Resource appropriations by administered and departmental classification (for the 2024–25 reporting period)

		Current available appropriation (\$'000)	Payments made (\$'000)	Balance remaining (\$'000)
	Notes	(a)	(b)	(a) – (b)
Departmental				
Annual appropriations – ordinary annual services ³²	-	25,355	17,043	8,312
Prior year appropriations available – ordinary annual services ³³	-	9,346	9,346	0
Total departmental annual appropriations	-	34,701	26,389	8,312
Total departmental resourcing	A	34,701	26,389	8,312
Administered				
Annual appropriations – ordinary annual services ³⁴	-	1,031,328	1,021,191	10,137
Prior year appropriations available – ordinary annual services ³⁵	-	4,074	4,074	0
Total administered annual appropriations	B	1,035,402	1,025,265	10,137
Special accounts				
Opening balance	-	2,115	0	2,115
Payments made	-	0	45	-45
Total special account	D	2,115	45	2,070
Total administered resourcing	B+C+D	1,037,517	1,025,310	12,207
Total resourcing and payments for the ARC	A+B+C+D	1,072,218	1,051,699	20,519

32 Departmental Appropriation Act (No.1 and No.3) 2024–25. This also includes cash held in bank and external revenue receipts under section 74 of the PGPA Act. Departmental capital budgets are not separately identified in Appropriation Bill (No.1, 3, 5) and form part of ordinary annual services items. For accounting purposes, this amount has been designated as a 'contribution by owner'.

33 Departmental Appropriation Act (No.1 and No.3) 2023–24.

34 Administered Appropriation Act (No.1 and No.3) 2024–25.

35 Administered Appropriation Act (No.1 and No.3) 2023–24.

Table 31: Budget and expenditure towards Outcome 1 by program (for the 2024–25 reporting period)

Outcome 1: Growth of knowledge and innovation through managing research funding schemes, measuring research excellence and providing advice	Budget ³⁶ (2024–25) (\$'000)	Actual expenses (2024–25) (\$'000)	Variation (2024–25) (\$'000)
	(a)	(b)	(a) – (b)
Program 1.1: Discovery – Research and Research Training			
Administered expenses			
Ordinary annual services (Appropriation Act No.1 and 3)	629,744	575,003	54,741
Total for Program 1.1	629,744	575,003	54,741
Program 1.2: Linkage – Cross-sector research partnerships			
Administered expenses			
Ordinary annual services (Appropriation Act No.1 and 3)	397,556	359,914	37,642
Special accounts	0	45	-45
Total for Program 1.2	397,556	359,959	37,597
Program 1.3: Excellence in Research for Australia			
Administered expenses			
Ordinary annual services (Appropriation Act No.1 and 3)	4,028	6,258	-2,230
Total for Program 1.3	4,028	6,258	-2,230
Outcome 1: Totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act No.1)	1,031,328	941,175	90,153
Special accounts	0	45	-45
Departmental expenses			
Departmental appropriation	20,565	23,316	-2,751
s74 External Revenue ³⁷	858	1,414	-556
Expenses not requiring appropriation in the budget year ³⁸	4,341	3,584	757
Total expenses for Outcome 1	25,764	28,314	-2,550
	Budget (2024–25)	Actual (2024–25)	Variation (2024–25)
Average staffing level (number)	140	125	14

36 Full-year budget, including any subsequent adjustments made to the 2024–25 budget.

37 Estimated expenses incurred in relation to retained revenue receipts under section 74 of the PGPA Act.

38 Expenses not requiring appropriation in the budget year are made up of depreciation expenses, amortisation expenses, make good expenses, write-down and impairment of assets and audit fees.

4.3 Financial Statements



INDEPENDENT AUDITOR'S REPORT

To the Minister for Education

Opinion

In my opinion, the financial statements of the Australian Research Council (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive Officer and Acting Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Board is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Board is also responsible for such internal control as the Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Board is also responsible for disclosing, as applicable, matters related

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to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Saminda Maddumahewa
Audit Principal

Delegate of the Auditor-General
Canberra
1 September 2025

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STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER		
In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the <i>Public Governance, Performance and Accountability Act 2013</i> (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.		
In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Research Council (ARC) will be able to pay its debts as and when these amounts fall due.		
		
Professor Peter Shergold AC Chair of the Board	Professor Ute Roessner Chief Executive Officer	Iryna Rakova Acting Chief Financial Officer
29 August 2025	29 August 2025	29 August 2025

Australian Research Council
Statement of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	19,543	19,711	18,165
Suppliers	1.1B	3,454	2,622	2,977
Depreciation and amortisation	3.2A	5,250	4,758	4,277
Finance costs	1.1C	58	177	48
Write-down and impairment of other assets	1.1D	9	14	-
Total expenses		28,314	27,282	25,467
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	771	1,020	561
Other revenue	1.2B	70	155	64
Total own-source revenue		841	1,175	625
Gains				
Gains from sale of assets		15	-	-
Reversal of write-downs and impairment		2	5	-
Total gains		17	5	-
Total own-source income		858	1,180	625
Net cost of services		(27,456)	(26,102)	(24,842)
Revenue from Government	1.2C	22,976	22,426	22,976
Deficit on continuing operations		(4,480)	(3,676)	(1,866)

The above statement should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Australian Research Council
Statement of Financial Position
as at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	3.1A	295	250	300
Trade and other receivables	3.1B	8,206	9,402	12,059
Total financial assets		8,501	9,652	12,359
Non-financial assets*				
Buildings	3.2A	653	2,721	685
Plant and equipment	3.2A	1,133	877	1,465
Computer software	3.2A	4,877	7,745	7,003
Prepayments		659	705	157
Total non-financial assets		7,322	12,048	9,310
Total assets		15,823	21,700	21,669
LIABILITIES				
Payables				
Suppliers	3.3A	198	359	336
Other payables	3.3B	772	864	1,015
Total payables		970	1,223	1,351
Interest bearing liabilities				
Leases	3.4A	569	3,003	613
Total interest bearing liabilities		569	3,003	613
Provisions				
Employee provisions	6.1A	5,193	5,455	6,542
Other provisions	3.5A	1,036	801	778
Total provisions		6,229	6,256	7,320
Total liabilities		7,768	10,482	9,284
Net assets		8,055	11,218	12,385
EQUITY				
Contributed equity		45,045	43,728	45,045
Reserves		29	29	17
Accumulated deficit		(37,019)	(32,539)	(32,677)
Total equity		8,055	11,218	12,385

The above statement should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

* Right-of-use assets are included in the following line items: Buildings, Plant and Equipment.

Australian Research Council
Statement of Changes in Equity
for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		43,728	42,448	43,728
Transactions with owners				
Contributions by owners				
Departmental capital budget		1,317	1,280	1,317
Total transactions with owners		1,317	1,280	1,317
Closing balance as at 30 June		45,045	43,728	45,045
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		(32,539)	(28,863)	(30,811)
Comprehensive income				
Deficit for the period		(4,480)	(3,676)	(1,866)
Total comprehensive income		(4,480)	(3,676)	(1,866)
Closing balance as at 30 June		(37,019)	(32,539)	(32,677)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		29	17	17
Asset Revaluation				
Change in asset value on revaluation		-	12	-
Closing balance as at 30 June		29	29	17
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		11,218	13,602	12,934
Comprehensive income				
Deficit for the period		(4,480)	(3,676)	(1,866)
Change in asset value on revaluation		-	12	-
Total comprehensive income		(4,480)	(3,664)	(1,866)
Transactions with owners				
Contributions by owners				
Departmental capital budget		1,317	1,280	1,317
Total transactions with owners		1,317	1,280	1,317
Closing balance as at 30 June		8,055	11,218	12,385

The above statement should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Accounting Policy

Departmental Capital Budgets

Amounts appropriated which are designated as Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Australian Research Council

Cash Flow Statement

for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		25,688	27,108	22,968
Sale of goods and rendering of services		861	851	561
GST received		663	878	568
Other		5	91	-
Total cash received		27,217	28,928	24,097
Cash used				
Employees		19,758	19,902	18,157
Suppliers		3,224	3,331	2,913
Interest payments on lease liabilities		58	139	48
GST paid		636	834	568
Section 74 receipts transferred to OPA		1,062	668	-
Total cash used		24,738	24,874	21,686
Net cash from operating activities		2,479	4,054	2,411
INVESTING ACTIVITIES				
Cash used				
Purchase of property, plant and equipment		747	290	1,317
Purchase of computer software		-	2,800	-
Total cash used		747	3,090	1,317
Net cash used by investing activities		(747)	(3,090)	(1,317)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		747	1,280	1,317
Total cash received		747	1,280	1,317
Cash used				
Principal payments of lease liabilities		2,434	2,268	2,411
Total cash used		2,434	2,268	2,411
Net cash used by financing activities		(1,687)	(988)	(1,094)
Net increase in cash held		45	(24)	-
Cash and cash equivalents at the beginning of the reporting period		250	274	300
Cash and cash equivalents at the end of the reporting period	3.1A	295	250	300

The above statement should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Australian Research Council
Administered Schedule of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	2.1A	604	422	-
Suppliers	2.1B	13,759	9,043	7,505
Grants	2.1C	926,812	841,167	1,023,823
Total expenses		941,175	850,632	1,031,328
Income				
Revenue				
Non-taxation revenue				
Other revenue	2.2A	10,924	17,829	9,721
Total non-taxation revenue		10,924	17,829	9,721
Total revenue		10,924	17,829	9,721
Total income		10,924	17,829	9,721
Net cost of services		(930,251)	(832,803)	(1,021,607)
Deficit		(930,251)	(832,803)	(1,021,607)
Total comprehensive loss		(930,251)	(832,803)	(1,021,607)

The above schedule should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Australian Research Council
Administered Schedule of Assets and Liabilities
as at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	4.1A	2,070	2,115	2,120
Trade and other receivables	4.1B	312	223	122
Total financial assets		2,382	2,338	2,242
Non-financial assets				
Prepayments		86	27	255
Total non-financial assets		86	27	255
Total assets administered on behalf of Government		2,468	2,365	2,497
LIABILITIES				
Payables				
Grants	4.2A	164,011	247,756	255,369
Other payables	4.2B	970	617	500
Total payables		164,981	248,373	255,869
Provisions				
Administered - employee provisions	6.1B	23	115	-
Total provisions		23	115	-
Total liabilities administered on behalf of Government		165,004	248,488	255,869
Net liabilities		(162,536)	(246,123)	(253,372)

The above schedule should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Australian Research Council

Administered Reconciliation Schedule

for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Opening assets less liabilities as at 1 July		(246,123)	(254,442)
Net (cost of)/contribution by services			
Income		10,924	17,829
Expenses		(941,175)	(850,632)
Transfers (to)/from the Australian Government			
Appropriation transfers from Official Public Account (OPA)			
Annual appropriations	5.1A	1,025,264	8,828
Special appropriations (limited)	5.1C	-	851,121
Administered GST Appropriations		1,719	1,235
Appropriation transfers to OPA			
Appropriations		(11,513)	(19,105)
Return of GST Appropriations		(1,632)	(957)
Closing assets less liabilities as at 30 June		(162,536)	(246,123)

The above schedule should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

Accounting Policy

Administered Cash Transfers to and from the Official Public Account

Revenue collected by the entity for use by the Government rather than the entity is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

Australian Research Council
Administered Cash Flow Statement
for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
OPERATING ACTIVITIES			
Cash received			
GST received		1,632	957
Other*		11,513	19,105
Total cash received		13,145	20,062
Cash used			
Employees		697	307
Suppliers		13,425	8,521
Grants		1,011,187	851,126
GST paid		1,719	1,235
Total cash used		1,027,028	861,189
Net cash used by operating activities		(1,013,883)	(841,127)
Cash from Official Public Account			
Appropriations		1,025,264	859,949
Administered GST Appropriation		1,719	1,235
Total cash from official public account		1,026,983	861,184
Cash to Official Public Account			
Appropriations		11,513	19,105
Return of GST Appropriation to OPA		1,632	957
Total cash to official public account		13,145	20,062
Net decrease in cash held		(45)	(5)
Cash and cash equivalents at the beginning of the reporting period		2,115	2,120
Cash and cash equivalents at the end of the reporting period	4.1A	2,070	2,115

This schedule should be read in conjunction with the accompanying notes.

For variance explanations, please refer to the Budget Variance commentary following the primary financial statements.

* Other cash received includes recoveries and recoupments of grants following grantee relinquishments.

Budget Variances

The following commentary provides a high-level commentary of major variances between the original budget as published in Education, Skills and Employment 2024-25 Portfolio Budget Statements (PBS) to the 2024-25 actuals. Note the Budget is not audited.

Departmental and Administered variances are considered to be major based on the following criteria:

- the variance between original budget and actual is greater than 5% of the line item and \$0.5 million; or
- an item below this threshold is considered important for the reader's understanding or is relevant to an assessment of the ARC's performance.

Explanation of major variances	Variance to Original Budget		Affected line items
	\$'000	%	
Departmental			
1.1A. Employee benefits - during 2024-25 there were higher than originally anticipated resourcing requirements. Additional resources were required as a result of the passage of the Australian Research Council Amendment (Review Response) Act 2024, which necessitated the implementation of enhanced governance arrangements and consequential/transitional provisions.	1,378	8%	Expenses – Employee benefits Consequential Impacts Cashflow - Employees
3.2A. Depreciation and amortisation - The overspend compared to budget is primarily due to previous investments in the Grants Management System in the 2023-24 financial year aimed at extend it's useful life. This has increased the subsequent year amortisation. Further investments in the Grants Management System were discontinued from the beginning of the 2024-25 financial year.	973	23%	Expenses - Depreciation and Amortisation Consequential Impacts Assets - Computer Software
3.1B. Trade and other receivables - Appropriations receivable have decreased due to material amounts of liabilities being settled. Employee entitlements reduced by \$1.3 million more than budgeted and minimum lease payments reduced by \$2.4 million (current lease finishes in September 2025). The ARC recorded a net cash deficit of \$1.6 million, please see notes 5.1 and 5.3.	-3,853	-32%	Assets – Trade and other receivables Consequential Impacts Liabilities - Employee provisions Liabilities - Leases Cashflow - Appropriations Cashflow - Employees Cashflow - Principal payments of lease liabilities
3.2A. Computer software - From the beginning of the 2024-25 financial year, further investments in the Grants Management System system were discontinued. This was not anticipated at the time that the original budget was set.	-2,126	-30%	Assets – Computer Software Consequential Impacts Assets – Trade and other receivables Cashflow - Contributed equity Cashflow - Purchase of computer software
Prepayments were higher than budgeted. The ARC receives discounts on some services when prepaying for those services. Additionally, there has been a general move in the technology sector towards subscription services.	502	320%	Assets - Prepayments Assets – Trade and other receivables
6.1A. Employee provisions - are lower than budgeted. The composition of employees has changed in comparison to Budget assumptions, with a number of long term staff departing and new staff commencing with lower leave entitlements. There is also a component of the workforce that do not accumulate leave entitlements, which has contributed to the original estimate being overstated.	-1,349	-21%	Liabilities - Employee provisions Consequential Impacts Assets – Trade and other receivables Cashflow - Appropriations Cashflow - Employees

Note negative numbers indicate that the actual amount reported is less than budget.

Explanation of major variances	Variance to Original Budget		Affected line items
	\$'000	%	
Administered			
2.1A. Employee benefits - Two employees were engaged to undertake work exclusively related to the administration of NCGP and assist with the National Competitive Grant Program Review.	604	n/a	Expenses - Employee Benefits Expenses - Suppliers
2.1B. Suppliers - were higher than originally budgeted due to the engagement of contractors, consultants and legal service providers that worked on the implementation of the ARC Act reforms and the National Competitive Grant Program Review. There were a number of consequential and transitional impacts for the ARC to resolve including, but not limited to, preparing new grant guidelines; introducing enhanced conflict of interest measures; and novating over 5000 existing funding agreements.	6,254	83%	Expenses - Suppliers Consequential Impacts Net cost of services Cashflow - Suppliers
2.1C. Grants - New grants were lower than originally budgeted due to: - delays in Linkage Projects and Laureate Fellowships, initially planned for 2024; and - under-commitments in other grant schemes. The ARC recognises grant liabilities and expenses on a calendar year basis to align with university academic years. Under-commitments are temporal and all grant funds are awarded in subsequent rounds.	-97,011	-9%	Expenses - Grants Liabilities - Grants
2.2A. Other Revenue -This balance comprises revenue from the return of unspent grant funding by prior year grant recipients, as required by the ARC Act. Actual returns of grant funding were higher than Budget, due to the inherently variable nature of this revenue stream, which is dependent on the actual grant usage and timing of grant acquittals by grant recipients.	1,203	12%	Revenue - Other Revenue Consequential Impacts Cashflow - Cash received other Cashflow - Cash to OPA
4.2A. Grant Liabilities - New grants were lower than originally budgeted, see 2.1C Grant expenses above.	-91,358	-36%	Liabilities - Grants Expenses - Grants
Note negative numbers indicate that the actual amount reported is less than budget.			

Overview

Objectives of the Australian Research Council (ARC)

The Australian Research Council (ARC) is an Australian Government controlled entity. It is a not-for-profit entity. The ARC is responsible for administering the National Competitive Grants Program (NCGP), assessing the quality, engagement and impact of research and providing advice and support on research matters.

The ARC is structured to meet the following outcome:

Outcome 1: Growth of knowledge and innovation through managing research funding schemes, measuring research excellence and providing advice.

The continued existence of the ARC in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the ARC's administration and programs.

ARC activities contributing toward this Outcome are classified as either departmental or administered. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the entity in its own right. Administered activities involve the management or oversight by the entity, on behalf of the Government, of items controlled or incurred by the Government.

In March 2024, the Australian Parliament passed the Australian Research Council Amendment (Review Response) Bill 2023. Under the new legislation, from 1 July 2024 a new ARC Board commenced as the accountable authority for the agency. The Board is responsible for determining the priorities, strategies, and policies for the ARC and advising the Minister. Two advisory bodies provide the Board with advice to assist it carry out its functions: the ARC Advisory Committee and ARC Indigenous Forum.

The entity conducts the following administered activities on behalf of the Government:

The ARC is responsible for administering the National Competitive Grants Program (NCGP); evaluating the excellence, impact and depth of university research; supporting research integrity and promoting ethical research; promoting academic careers; providing advice and support on research matters; and partnering with other Commonwealth entities to deliver research grants. Through the NCGP, the ARC supports excellent research and research training across all disciplines (excluding medical research) for the benefit of all Australians, by awarding funding based on a competitive peer review process. NCGP schemes support the highest-quality research and infrastructure, and encourage research collaboration with local, national and international partners to advance the adoption and translation of new knowledge to increase its impact.

The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

New Accounting Standards

No accounting standard has been adopted earlier than the application date as stated in the standard. All new standards issued prior to the sign-off date and applicable to the current reporting period did not have a material effect on the ARC's financial statements.

Taxation

The ARC is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

Events After the Reporting Period

Departmental

No ARC Departmental events have occurred after the reporting period that have the potential to significantly affect the ongoing structure and financial activities of the ARC.

Administered

No ARC Administered events have occurred after the reporting period that have the potential to significantly affect the ongoing structure and financial activities of the ARC.

Financial Performance

This section analyses the financial performance of the Australian Research Council for the year ended 2025.

1.1 Expenses

	2025 \$'000	2024 \$'000
1.1A: Employee benefits		
Wages and salaries	14,759	14,560
Superannuation		
Defined contribution plans ¹	1,669	1,795
Defined benefit plans ²	976	1,050
Leave and other entitlements	1,851	1,935
Separation and redundancies	-	2
Other employee entitlements	288	369
Total employee benefits	19,543	19,711

1. Includes the Public Sector Superannuation Plan (PSSap) and other choice of fund.

2. Includes the Commonwealth Superannuation Scheme (CSS) and the Public Sector Superannuation Scheme (PSS).

Accounting Policy

Accounting policies for employee related expenses is contained in the People and Relationships section.

1.1B: Suppliers

Goods and services supplied or rendered

Audit services (received free of charge from ANAO)	64	64
Consultants	722	430
Employee related ¹	328	527
Travel	221	99
IT services	1,198	1,010
Property related ²	488	33
Other ³	247	269
Total goods and services supplied or rendered	3,268	2,432

Goods supplied	151	192
Services rendered	3,117	2,240
Total goods and services supplied or rendered	3,268	2,432

Other suppliers

Workers compensation expenses	83	66
Variable lease payments	103	124
Total other suppliers	186	190
Total suppliers	3,454	2,622

1. Employee related expenses include staff training, staff study assistance costs and recruitment charges.

2. Leasing commitments:

In accordance with the whole of government property strategy, the ARC had entered into a Memorandum of Understanding with IP Australia to sub-let surplus office space at their Discovery House premises from 1 July 2025.

The sub-lease arrangements are for a period of 8 years and three months (with one option of five years) commencing from 1 July 2025 in relation to 47 Bowes Street office premises.

The rent is increased on 1 July of each year by 3.25% with the first increase to take effect from 1 July 2026.

The GST exclusive amount in 2025-26 is \$804,005.44 (2023-24: NIL)

Commitments for minimum lease payments in relation to the office lease are payable as follows:

Within 1 year \$804,005

Between 1 to 5 years \$5,905,845

More than 5 years \$1,634,037

3. Other includes media monitors, subscriptions, graphic design, printing, photocopier, telephone costs, office consumables and stationery, legal services, storage and hire of equipment.

1.1C: Finance costs

Interest on lease liabilities	58	139
Unwinding of discount	-	38
Total finance costs	58	177

The above lease disclosures should be read in conjunction with the accompanying notes 3.2 and 3.4A.

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Write-down and impairment of other assets

Write-down	9	14
Total write-down and impairment of other assets	9	14

1.2 Own-Source Revenue and Gains

2025	2024
\$'000	\$'000

Own-Source Revenue

1.2A: Revenue from contracts with customers

Rendering of services (related parties)	771	1,020
Total revenue from contracts with customers	771	1,020

Disaggregation of revenue from contracts with customers

The ARC is providing grants administration services to other Australian Government entities on a cost recovery basis, who are managing grant programs focussed on the research sector.

Timing of transfer of goods and services:

Over time	771	1,020
	771	1,020

Accounting Policy

The ARC has entered into collaborative agreements with three Australian Government entities. They have been assessed as enforceable for the purposes of AASB 15.

Each collaborative agreement covers multiple years. They include specific performance obligations allocated via service schedule to each financial year and performance is regularly monitored in partnership with client organisations. All services are agreed and charged in the year provided.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance. Collectability of debts is reviewed at the end of the reporting period and allowances are made when collectability of the debt is no longer probable.

1.2B: Other revenue

Resources received free of charge

Remuneration of auditors (ANAO)	64	64
Other	6	91

Total other revenue	70	155
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Accounting Policy

Resources Received Free of Charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. The use of those resources are recognised as an expense.

Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2C: Revenue from Government

Appropriations

Departmental appropriations	22,976	22,426
Total revenue from Government	22,976	22,426

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the entity gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts.

Income and Expenses Administered on Behalf of Government

This section analyses the activities that the Australian Research Council does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

2.1 Administered - Expenses

	2025 \$'000	2024 \$'000
2.1A: Employee benefits		
Wages and salaries	361	280
Superannuation		
Defined contribution plans	39	42
Defined benefit plans	23	25
Leave and other entitlements	31	75
Separations and redundancies	144	-
Other employee entitlements	6	-
Total employee benefits	604	422

Accounting Policy

Accounting policies for employee related expenses is contained in the People and Relationships section.

2.1B: Suppliers

Goods and services supplied or rendered

Consultants	1,747	1,966
Contractors	10,478	6,194
Legal	660	170
Travel	260	250
Other	614	463
Total goods and services supplied or rendered	13,759	9,043
Goods supplied	45	6
Services rendered	13,714	9,037
Total goods and services supplied or rendered	13,759	9,043
Total suppliers	13,759	9,043

2.1C: Grants

Public sector		
Commonwealth educational institutions (related parties)	58,408	57,794
State and Territory Governments	868,001	783,157
Private sector		
Other research organisations	403	216
Total grants	926,812	841,167

Accounting Policy

The ARC administers the National Competitive Grants Program on behalf of the Australian Government. Grant and subsidy liabilities are recognised to the extent that (i) the services required to be performed by the grantee have been performed or (ii) the grant eligibility criteria have been satisfied, but payments due have not been made. When the Government enters into an agreement to make these grants and services but services have not been performed or criteria satisfied, this is considered a commitment.

2.2 Administered - Income		
	2025 \$'000	2024 \$'000
Revenue		
Non-Taxation Revenue		
<u>2.2A: Other revenue</u>		
Recovery of prior year unspent grant payments	10,924	17,829
Total other revenue	10,924	17,829
Accounting Policy All administered revenues are revenues relating to ordinary activities performed by the ARC on behalf of the Australian Government. As such, administered appropriations are not revenues of the ARC. The ARC oversees distribution or expenditure of the funds as directed. Other revenue relates to the prior year unspent grant payments. Under the ARC Act, grant recipients are required to return unspent money to the ARC unless otherwise approved. Recovery of prior year unspent grant payments is recognised when unspent grant money is identified during grant acquittal processes or grants are relinquished.		

Financial Position

This section analyses the Australian Research Council's assets used to conduct its operations and the operating liabilities incurred as a result.
Employee related information is disclosed in the People and Relationships section.

3.1 Financial Assets

	2025 \$'000	2024 \$'000
3.1A: Cash and cash equivalents		
Cash on hand or on deposit	295	250
Total cash and cash equivalents	295	250

Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on deposits.

3.1B: Trade and other receivables

Goods and services receivables

Other	132	222
Total goods and services receivables	132	222

Appropriation receivables

Appropriation receivable	8,017	9,096
Total appropriation receivables	8,017	9,096

Other receivables

GST receivable from the Australian Taxation Office	57	84
Total other receivables	57	84
Total trade and other receivables (gross)	8,206	9,402
Total trade and other receivables (net)	8,206	9,402

Current and non-current allocation disclosed in Note 8.1.

Credit terms for goods and services were within 20 days (2024: 20 days).

Accounting Policy

Financial assets

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

The Appropriation Receivable balance represents the amount of undrawn appropriation available to the ARC.

3.2 Non-Financial Assets

3.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Buildings \$'000	Plant and equipment \$'000	Computer Software ¹ \$'000	Total \$'000
As at 1 July 2024				
Gross book value	13,951	2,301	25,333	41,585
Accumulated depreciation, amortisation and impairment	(11,230)	(1,424)	(17,588)	(30,242)
Total as at 1 July 2024	2,721	877	7,745	11,343
Additions				
Purchased or Internally developed	-	748	-	748
Depreciation and amortisation	(154)	(433)	(2,699)	(3,286)
Depreciation on right-of-use assets	(1,914)	(50)	-	(1,964)
Other Movements	-	-	(169)	(169)
Disposals				
Gross book value	-	(437)	(85)	(522)
Accumulated depreciation	-	428	-	428
Accumulated amortisation	-	-	85	85
Total as at 30 June 2025	653	1,133	4,877	6,663
Total as at 30 June 2025 represented by				
Gross book value	13,951	2,612	25,079	41,642
Accumulated depreciation, amortisation and impairment	(13,298)	(1,479)	(20,202)	(34,979)
Total as at 30 June 2025	653	1,133	4,877	6,663
Carrying amount of right-of-use assets	597	8	-	605

1. The carrying amount of computer software included \$38,680 purchased software and \$4,838,782 internally developed software.

No indicators of impairment were found for buildings, plant and equipment and computer software.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

There are no further contractual commitments for IT systems under development following last year's completion of an Information Management System project. The GST inclusive amount is NIL (2023-24: \$410,495). The GST exclusive amount is NIL (2023-24: \$373,178).

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the entity where there exists an obligation to restore the property to its original condition. These costs are included in the value of the ARC's Buildings with a corresponding provision for the 'make good' recognised.

Leased Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, plus initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

An annual impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, General Government Sector (GGS) and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from

the assets fair value as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the entity using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2025	2024
	Lease term	Lease term
Buildings		
Plant and equipment	2 to 10 years	2 to 10 years

The depreciation rates for ROU assets are based on the lease commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Accounting Policy (continued)

Impairment

All assets were assessed for impairment at 30 June 2025 by suitably qualified ARC Officers.

Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

The entity's intangibles comprise computer software for internal use. These assets are carried at cost less accumulated

amortisation and accumulated impairment losses. The threshold for capitalisation of internally developed intangibles is \$50,000.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the entity's software are 1 to 11 years (2024: 1 to 11 years).

All software assets were assessed for indications of impairment as at 30 June 2025 by suitably qualified ARC Officers.

3.3 Payables

	2025	2024
	\$'000	\$'000

3.3A: Suppliers

Trade creditors and accruals	198	359
Total suppliers	198	359

Current and non-current allocation disclosed in Note 8.1.

Settlement is usually made within 20 days (2024: 20 days), except e-invoicing where the terms of trade are 5 days (2024: 5 days).

3.3B: Other payables

Salaries and wages	500	434
Superannuation	83	71
Unearned income	90	-
Other	99	359
Total other payables	772	864

Current and non-current allocation disclosed in Note 8.1.

3.4 Interest Bearing Liabilities

	2025 \$'000	2024 \$'000
3.4A: Leases		
Lease liabilities	569	3,003
Total leases	569	3,003
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	569	2,484
Between 1 to 5 years	-	617
Total leases	569	3,101

Total cash outflow for principal lease payments for the end of June 2025 was \$2,433,784 (2024: \$2,267,917).

During 2024-25, the ARC had two leasing arrangements in place. Of these, the office accommodation leases are material, non-cancellable and for a fixed term of 15 years (since September 2010). These amounts account for \$567,256 of the current lease liability. The remaining lease liability relates to offsite data storage.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 1.1D and 3.2.

Accounting Policy

For all new contracts entered into, the ARC considers whether the contract is, or contains, a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the ARC's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

3.5 Other Provisions

3.5A: Other provisions

	Provision for makegood	
	2025 \$'000	2024 \$'000
As at 1 July 2024	801	778
Unwinding of discount	-	38
Change in discount rate and estimated costs to restore	235	(15)
Total as at 30 June 2025	1,036	801

Current and non-current allocation disclosed in Note 8.1.

The ARC currently has one (2023-24: one) agreement for the leasing of premises which has a provision requiring the entity to restore the premises to their original condition at the conclusion of the lease. The estimated cost to restore has been increased following external professional advice on current market conditions for such restoration services.

Assets and Liabilities Administered on Behalf of the Government

This section analyses assets used to conduct operations and the operating liabilities incurred for activities that the Australian Research Council does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.1 Administered - Financial Assets

	2025	2024
	\$'000	\$'000

4.1A: Cash and cash equivalents

Cash in special accounts¹

	2,070	2,115
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Total cash and cash equivalents

2,070	2,115
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Current and non-current allocation disclosed in Note 8.1.

1. The ARC Research Endowment Account credit balance held in the OPA.

The above disclosure should be read in conjunction with the accompanying note 5.2.

4.1B: Trade and other receivables

GST Receivable from the Australian Taxation Office

	312	223
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Total trade and other receivables

312	223
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Current and non-current allocation disclosed in Note 8.1.

Credit terms for trade and other receivables were within 20 days (2024: 20 days).

All receivables are current assets and not overdue.

4.2 Administered - Payables

	2025	2024
	\$'000	\$'000

4.2A: Grants

State and Territory Governments	152,335	232,256
Commonwealth educational institutions (related parties)	11,595	14,946
Other	81	554
Total grants	164,011	247,756

Current and non-current allocation disclosed in Note 8.1.

Settlement is in accordance with the terms and conditions of each grant which is consistent with the payment schedule determined by the Minister under the *Australian Research Council Act 2001*.

Accounting Judgements and Estimates

Grants

The ARC recognises a liability for grant funding which is unpaid as at reporting date. Management has made a judgement that there are limited options not to pay the entire remaining grants or enforce recovery until the recipient acquits the funds.

4.2B: Other payables

Other ¹	970	617
Total other payables	970	617

Current and non-current allocation disclosed in Note 8.1.

1. Other payables mainly include accruals for the program assessment fees and committee member sitting fees.

Funding

This section identifies the Australian Research Council's funding structure.

5.1 Appropriations

5.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2025

	Annual appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance \$'000
Departmental					
Ordinary annual services	22,976	1,062	24,038	25,642	(1,603)
Capital Budget ³	1,317	-	1,317	747	570
Total departmental	24,293	1,062	25,355	26,389	(1,033)
Administered					
Ordinary annual services					
Administered items	1,031,328	-	1,031,328	1,025,264	6,064
Total administered	1,031,328	-	1,031,328	1,025,264	6,064

1. Departmental and Administered Ordinary annual services budgets are appropriated through Appropriation Acts (No.1,3,5).

2. \$1.062 million are retained revenue receipts under Section 74 of the PGPA Act.

3. Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). These amounts form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

Annual Appropriations for 2024

	Annual appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2024 \$'000	Variance \$'000
Departmental					
Ordinary annual services	22,426	668	23,094	27,132	(4,037)
Capital Budget ³	1,280	-	1,280	1,280	-
Total departmental	23,706	668	24,374	28,412	(4,037)
Administered					
Ordinary annual services					
Administered items	10,831	-	10,831	8,828	2,003
Total administered	10,831	-	10,831	8,828	2,003

1. Departmental and Administered Ordinary annual services budgets are appropriated through Appropriation Acts (No.1,3,5).

2. \$0.668 million are retained revenue receipts under Section 74 of the PGPA Act.

3. Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). These amounts form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

5.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025	2024
	\$'000	\$'000
Departmental		
Appropriation Act (No. 1) 2023-24	-	9,346
Appropriation Act (No. 1) 2024-25 - Operating	7,742	-
Appropriation Act (No. 1) 2024-25 - Capital Budget	570	-
Total departmental	8,312	9,346
Administered		
Appropriation Act (No. 1) 2023-24	-	4,074
Appropriation Act (No. 1) 2024-25	10,137	-
Total administered	10,137	4,074

5.1C: Special appropriations ('recoverable GST exclusive')

	Appropriation applied	
	2025	2024
Authority	\$'000	\$'000
Following the passage of the Australian Research Council Amendment (Review Response) Bill 2023, the Australian Research Council Act 2001 had its Special Appropriation provision removed and funding was replaced with an Annual Administered Appropriation effective 1 July 2024.	-	851,121
Total special appropriations applied	-	851,121

5.2 Special accounts ('recoverable GST exclusive')		
ARC Research Endowment Account (Administered) ¹	2025 \$'000	2024 \$'000
Balance brought forward from previous period	2,115	2,120
Increases		
Appropriation credited to special account	-	-
Recovery of unspent grant payments	-	-
Total increases	-	-
Available for payments	2,115	2,120
Decreases		
Payments made to research organisations	45	5
Total decreases	45	5
Total balance carried to the next period	2,070	2,115
Balance represented by:		
Cash held in the Official Public Account	2,070	2,115
Total balance carried to the next period	2,070	2,115

1. Appropriation: *Public Governance, Performance and Accountability Act 2013* section 80.

Establishing Instrument: *Australian Research Council Act 2001* section 62.

Purpose: The purpose of the ARC Research Endowment Account is to provide assistance to organisations for eligible research programs. Currently, the Endowment Account is being used for the Special Research Initiative - Per and Poly-Fluoroalkyl Substances (PFAS) Remediation Research Program.

5.3 Net Cash Appropriation Arrangements

	2025 \$'000	2024 \$'000
Total comprehensive loss - as per the Statement of Comprehensive Income	(4,480)	(3,676)
Plus : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	3,286	2,794
Plus : depreciation of right-of-use assets ²	1,964	1,964
Less : lease principal repayments	(2,434)	(2,268)
Net Cash Operating Deficit	(1,664)	(1,186)

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

People and Relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

6.1 Employee Provisions

	2025 \$'000	2024 \$'000
6.1A: Employee provisions		
Leave and other benefits	5,193	5,455
Total employee provisions	5,193	5,455

6.1B: Administered - employee provisions

Leave	23	115
Total employee provisions	23	115

Current and non-current allocation disclosed in Note 8.1.

Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at 30 June 2025, using the long service leave shorthand model issued by the Department of Finance. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy

Provision is made for separation and redundancy benefit payments. The ARC recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

As at 30 June 2025 the ARC did not have any provisions for separation and redundancy benefit payments.

Superannuation

The ARC's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The entity makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. The entity accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding employer contributions.

Defined Benefit Plan

The actual return on plan assets for the current year was 10.64% (2024: 9.05%)

Accounting Judgements and Estimates

Employee provisions are dependent on management assumptions for their measurement.

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to carrying amounts of assets and liabilities within the next reporting period.

6.2 Key Management Personnel Remuneration

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the ARC, either directly or indirectly. For the 2024-25 financial year, the ARC Board Chair, the ARC Board Members and the CEO are assessed as KMP for the full accounting period.

	2025 \$'000	2024 \$'000
Short-term employee benefits	939	487
Post-employment benefits	127	72
Other long-term employee benefits	13	15
Termination benefits	-	-
Total key management personnel remuneration expenses¹	1,079	574

The total number of key management personnel that are included in the above table are nine individuals (2024: two individuals). During the 2024-25 financial year, the acting CEO was appointed until 30 March 2025 and new CEO was appointed from 31 March 2025. One key management personnel is an ex officio member from the CSIRO who does not receive remuneration from the ARC and is not included in the table above.

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the ARC.

6.3 Related Party Disclosures

Related party relationships:

The ARC is an Australian Government controlled entity. Related parties of the ARC include:

- a) Key Management Personnel (See Note 6.2 KMP)
- b) Portfolio and Cabinet Ministers
- c) Close family members of the persons identified in (1) and (2) above
- d) An entity which is controlled or jointly controlled by a member of the KMP, and
- e) Other entities controlled by the Australian Government, including those set out in Notes 1.2A and 1.2B.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment of workers compensation, insurance premiums and the payment of superannuation to the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), and the PSS accumulation plan (PSSap), the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Revenue received and receivable from contracts with other Australian Government controlled entities for the delivery of grant management services are disclosed under Notes 1.2A and 3.1B. The ARC received resources free of charge from the Australian National Audit Office as disclosed in Note 1.2B.

Related party transactions are managed in accordance with the ARC's conflict of interest policy with availability of independent probity advice services during major grant and procurement processes when appropriate.

In 2024-25, no grants were awarded to KMP under AASB 124 Related Party Disclosures.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period, it has been determined that the ARC have not entered into any transactions with a related party during the reporting period (2024: nil). It should be noted that in all transactions where the KMP are affected by a relationship, they exclude themselves from decision processes and/or management of the contract or arrangement.

There is one (2024: nil) existing grant agreements where members of the ARC's KMP have an interest.

An ARC Board Member, who was appointed on 01 July 2024, received grant funding through the University of Tasmania prior to their appointment. The grant was awarded in 2021 for the amount of \$438,408.21, which was paid periodically by the ARC until December 2023.

The project deliverables have not been completed as at 30 June 2025 due to exceptional circumstances delaying the start of the project and the temporary suspension of the project due to Chief Investigator engagement in other competing priorities. The project is expected to be completed in the first quarter of the 2026 calendar year.

The grant was awarded to rectify three significant gaps in Indigenous research in relation to data, policy development and statistical literacy and capability.

Managing uncertainties

This section analyses how the Australian Research Council manages financial risks within its operating environment.

7.1A: Contingent assets and liabilities

There were no Departmental and Administered contingent assets and liabilities in 2024-25 for the ARC (2023-24: nil).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. These amounts may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

7.2 Financial Instruments

	2025 \$'000	2024 \$'000
7.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	295	250
Goods and services receivables	132	222
Total financial assets at amortised cost	427	472
Total financial assets	427	472
Financial Liabilities		
Financial liabilities measured at amortised cost		
Suppliers	198	359
Other Payables	772	-
Total financial liabilities measured at amortised cost	970	359
Total financial liabilities	970	359

Accounting Policy

Financial assets

In accordance with AASB 9 *Financial Instruments*, the ARC classifies its financial assets in the following categories:

- a) financial assets at fair value through profit or loss;
- b) financial assets at fair value through other comprehensive income; or
- c) financial assets measured at amortised cost.

The classification depends on both the ARC's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the ARC becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Comparatives have not been restated on initial application.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)

Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test.

Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Fair Value Through Profit or Loss (FVTPL)

Financial assets are classified as financial assets at fair value through profit or loss where the financial assets either doesn't meet the criteria of financial assets held at amortised cost or at FVOCI (i.e. mandatorily held at FVTPL) or may be designated.

Financial assets at FVTPL are stated at fair value, with any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest earned on the financial asset.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Fair Value Through Profit or Loss

Financial liabilities at fair value through profit or loss are initially measured at fair value. Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost excluding GST. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

7.3 Administered - Financial Instruments

	2025 \$'000	2024 \$'000
7.3A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	2,070	2,115
Total financial assets at amortised cost	2,070	2,115
Total financial assets	2,070	2,115
Financial Liabilities		
Financial liabilities measured at amortised cost		
Grants payables	164,011	247,756
Other payables	970	617
Total financial liabilities measured at amortised cost	164,981	248,373
Total financial liabilities	164,981	248,373

7.4 Fair Value Measurement

Accounting Policy

The ARC tests the procedures of the valuation model as an asset materiality review at least once every 12 months. If a particular asset class is subject to significant and volatile changes in fair value (i.e. where indicators suggest that the value of the class has changed materially since the previous reporting period), that class is subject to specific valuation in the reporting period, where practicable, regardless of the timing of the last specific valuation. The ARC engaged a valuer in June 2024 to undertake a valuation of property, plant and equipment assets and confirm that the models developed comply with AASB13.

7.4A: Fair value measurement

	Fair value measurements at the end of the reporting	
	2025	2024
	\$'000	\$'000
Non-financial assets¹		
Buildings	653	2,721
Plant and Equipment	1,133	877
Total non-financial assets	1,786	3,598

1. The ARC did not measure any non-financial assets (NFAs) at fair value on a non-recurring basis as at 30 June 2025.

ARC recognises all Administered assets and liabilities at amortised cost.

Other information

8.1 Current/non-current distinction for assets and liabilities

8.1A: Current/non-current distinction for assets and liabilities

	Notes	2025 \$'000	2024 \$'000
Assets expected to be recovered in:			
No more than 12 months			
Cash and cash equivalents	3.1A	295	250
Trade and other receivables	3.1B	8,206	9,402
Prepayments		659	705
Land and buildings	3.2A	653	-
Plant and equipment	3.2A	139	-
Total no more than 12 months		9,952	10,357
More than 12 months			
Land and buildings	3.2A	-	2,721
Plant and equipment	3.2A	994	877
Computer software	3.2A	4,877	7,745
Total more than 12 months		5,871	11,343
Total assets		15,823	21,700
Liabilities expected to be settled in:			
No more than 12 months			
Suppliers	3.3A	198	359
Other payables	3.3B	772	864
Leases	3.4A	569	2,434
Employee provisions	6.1A	1,830	1,927
Other provisions	3.5A	1,036	-
Total no more than 12 months		4,405	5,584
More than 12 months			
Leases	3.4A	-	569
Employee provisions	6.1A	3,363	3,528
Other provisions	3.5A	-	801
Total more than 12 months		3,363	4,898
Total liabilities		7,768	10,482

8.1B: Administered - current/non-current distinction for assets and liabilities

	Notes	2025 \$'000	2024 \$'000
Assets expected to be recovered in:			
No more than 12 months			
Cash and cash equivalents	4.1A	2,070	2,115
Trade and other receivables	4.1B	312	223
Prepayments		86	27
Total no more than 12 months		2,468	2,365
Total assets		2,468	2,365
Liabilities expected to be settled in:			
No more than 12 months			
Grants	4.2A	164,011	247,756
Other payables	4.2B	970	617
Employee provisions	6.1B	12	61
Total no more than 12 months		164,993	248,434
More than 12 months			
Employee provisions	6.1B	11	54
Total more than 12 months		11	54
Total liabilities		165,004	248,488



PART 05

Appendices

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5.1 NCGP overview

This appendix provides information to support the annual performance statements (**Section 2.2**) for the NCGP – funding of excellent pure basic research, strategic basic research and applied research in all disciplines (excluding medical research). The NCGP is comprised of 2 programs: Discovery Program (**Table 32**) and the Linkage Program (**Table 33**).

Table 32: Discovery Program overview

Discovery Program	
Discovery funding recognises the importance of fundamental, ‘blue sky’ research to Australia. It supports the national innovation system to build ‘new’ knowledge and a knowledge-based economy through developing new ideas/knowledge, creating jobs, economic growth and enhanced quality of life in Australia.	
The Discovery Program delivers benefit to Australia by building Australia’s research capacity by supporting:	
• excellent, internationally competitive research by individuals and teams • research training and career opportunities for the best Australian and international researchers • international collaboration • research in Australian Government priority areas.	
Discovery Projects (DP)	
First selection round:	Funding commencing in 2002
Frequency:	Annual
Description:	The DP scheme supports excellent pure basic, strategic basic and applied research and research training to expand research capacity in Australia by providing grant funding to support research projects that may be undertaken by individual researchers or research teams.
Discovery Early Career Researcher Award (DECRA)	
First selection round:	Funding commencing in 2012
Frequency:	Annual
Description:	The DECRA scheme supports outstanding early-career researchers with demonstrated capacity for high-quality research and emerging capability for leadership and supervision and advancing promising early career researchers by providing focused research support for early career researchers in both teaching and research, and research-only positions.

Discovery Program	
Future Fellowships (FT)	
First selection round:	Funding commencing in 2009
Frequency:	Annual
Description:	The FT scheme provides support for outstanding mid-career researchers with demonstrated capacity for high-quality research, leadership, research training and mentoring to undertake high-quality research that fosters national and international collaboration and in areas of national and international benefit.
Australian Laureate Fellowships (FL)	
First selection round:	Funding commencing in 2009
Frequency:	Annual
Description:	The FL scheme reflects the Australian Government's commitment to excellence in research by attracting and retaining outstanding researchers and research leaders of international reputation, with exceptional ability to lead, collaborate, mentor and supervise, and enhance their capacity to create an enduring legacy.
Discovery Indigenous (IN)	
First selection round:	Funding commencing in 2002 under the Discovery Indigenous Researchers Development scheme. Funding commencing in 2012 as IN.
Frequency:	Annual
Description:	The IN scheme provides grant funding to support the retention of excellent Aboriginal and/or Torres Strait Islander researchers in higher education institutions to expand research capacity in Australia by providing research funding to support excellent pure basic, strategic basic and applied research and research training led by Aboriginal and/or Torres Strait Islander researchers as individuals and as teams. The IN scheme also funds fellowships through the Discovery Indigenous Aboriginal and Torres Strait Islander Award.

Table 33: Linkage Program overview

Linkage Program	
The purpose of the Linkage Program is to promote national and international research partnerships between researchers and business, industry, community organisations and other publicly-funded research agencies. By supporting the development of partnerships, the ARC encourages the transfer of skills, knowledge and ideas as a basis for securing commercial and other benefits of research.	
ARC Centres of Excellence (CE)	
First selection round:	Funding commencing in 2003
Frequency:	Periodic – every 3 years
Description:	The CE grant opportunity facilitates significant collaboration at scale which enables the complementary resources of universities, other research organisations, governments and businesses, and not-for-profit organisations to support outstanding pure basic, strategic basic and/or applied research in all fields (except medical research). The ARC Centres of Excellence are prestigious focal points of expertise through which high-quality researchers collaboratively maintain and develop Australia’s international standing in research areas of national priority.
Industrial Transformation Research Hubs (ITRH)	
First selection round:	Funding commencing in 2012
Frequency:	Annual
Description:	The ITRH scheme engages Australia’s best researchers to develop collaborative solutions to Industrial Transformation Priority areas and create innovative and transformative solutions for industry. Research Hubs undertake cutting-edge research on new technologies and economic, commercial and social transformation to benefit industry partners.
Industrial Transformation Training Centres (ITTC)	
First selection round:	Funding commencing in 2013
Frequency:	Annual
Description:	The ITTC scheme fosters close partnerships between university-based researchers and other sector researchers. Training Centres deliver innovative Higher Degree Research and postdoctoral training. The focus is on creating capacity of a future research workforce that is vital to Australia’s future by developing solutions relevant to the Industrial Transformation Priorities.

Linkage Program	
Linkage Infrastructure, Equipment and Facilities (LIEF)	
First selection round:	Funding commencing in 2002
Frequency:	Annual
Description:	The LIEF scheme provides funding for research infrastructure, equipment and facilities to eligible organisations, where there is a demonstrated need due to lack of existing infrastructure, lack of access to existing infrastructure, or existing ageing infrastructure which requires replacement or upgrade. It enables researchers to participate in cooperative initiatives so that expensive research infrastructure, equipment and facilities can be shared between higher education organisations and industry. The scheme also fosters collaboration through its support of the cooperative use of international or national research facilities.
Linkage Projects (LP)	
First selection round:	Funding commencing in 2002
Frequency:	Continuous from 1 July 2016
Description:	The LP scheme supports projects which initiate or develop long-term strategic research alliances to apply advanced knowledge to problems, acquire new knowledge and as a basis for securing commercial and other benefits of research.
Early Career Industry Fellowships (IE)	
First selection round:	Funding commencing in 2023
Frequency:	Annual
Description:	The primary goal of the IE scheme is to develop the industry collaboration skills of early career researchers and support early career researchers to achieve translatable and/or commercialisable outcomes.
Mid-Career Industry Fellowships (IM)	
First selection round:	Funding commencing in 2023
Frequency:	Annual
Description:	The primary goal of the IM scheme is to strengthen the industry collaboration skills of mid-career researchers, to encourage uptake of a wider range of career options for established researchers, nurture the development of collaboration, commercialisation and translation skills and deliver significant, actionable outcomes for industry partners and end-users.

Linkage Program	
Industry Laureate Fellowships (IL)	
First selection round:	Funding commencing in 2023
Frequency:	Annual
Description:	The IL scheme provides support for outstanding researchers and research leaders of international reputation to provide leadership in the development of high-quality and impactful collaborations between university and industry, funding significant programs of research, providing an excellent research training environment for early career researchers and students, and to drive research collaboration, translation and commercialisation outcomes across a range of industry settings.
Special Research Initiatives (SRI)	
First selection round:	Funding commencing in 2002
Frequency:	As required
Description:	Under the SRI scheme, new or emerging areas of research for funding are identified. Applications for funding may be submitted only through ARC invitation by means of a call for proposal(s).
Learned Academies Special Projects (LASP)	
First selection round:	Funding commencing in 2002
Frequency:	As required
Description:	The objective of the LASP scheme is to support the development of Australian research. LASP aims to provide the Learned Academies and the Australian Council of Learned Academies with the flexibility to achieve that objective. Research programs must encompass research that advances Australian research itself and/or addresses substantive themes.
Supporting Responses to Commonwealth Science Council Priorities (CS)	
First selection round:	Funding commencing in 2018
Frequency:	As required
Description:	The CS scheme aims to support the development of Australian research in priority areas as set by the Commonwealth Science Council. Organisations eligible to administer funding under the scheme are the Australian Council of Learned Academies and the Learned Academies.

5.2 NCGP statistics

This appendix details statistics for the most recent scheme rounds of NCGP funding schemes.

Table 34: Discovery Program selection outcomes and funding by scheme round and reporting period

Scheme round (and reporting period) ³⁹			
Discovery Projects (DP)	DP 2023 (2022–23)	DP 2024 (2023–24)	DP 2025 (2024–25)
Number of applications	2,588	2,590	1,132
Number of awards	478	421	536
Success rate (%)	18.5	16.3	47.3
Total funding (\$)	221,394,142	220,182,441	342,168,489
Discovery Early Career Researcher Award (DECRA)	DECRA 2023 (2022–23)	DECRA 2024 (2023–24)	DECRA 2025 (2024–25)
Number of applications	1,335	1,023	1,120
Number of awards	200	200	200
Success rate (%)	15	19.6	17.9
Total funding (\$)	85,790,883	86,296,282	92,996,128
Future Fellowships (FT)	FT 2022 (2022–23)	FT 2023 (2023–24)	FT 2024 (2024–25)
Number of applications	627	505	602
Number of awards	100	100	100
Success rate (%)	15.9	19.8	16.6
Total funding (\$)	94,249,836	97,623,550	106,795,396
Australian Laureate Fellowships (FL)	FL 2023 (2023–24)	FL 2024 (2023–24)	FL 2025 (2024–25)
Number of applications	119	128	136
Number of awards	17	17	17
Success rate (%)	14.3	13.3	12.5
Total funding (\$)	53,912,540	58,342,497	65,257,375
Discovery Indigenous (IN)	IN 2023 (2022–23)	IN 2024 (2023–24)	IN 2025 (2024–25)
Number of applications	27	34	32
Number of awards	10	9	11
Success rate (%)	37	26.5	34.4
Total funding (\$)	7,535,365	8,968,522	11,008,555

³⁹ The reporting period is the period where outcomes were finalised (i.e. funding announcement occurred).

Table 35: Linkage Program selection outcomes and funding by scheme round and reporting period

Scheme round (and reporting period)			
ARC Centres of Excellence (CE) ⁴⁰	CE 2017 (2016–17)	CE 2020 (2019–20)	CE 2023 (2022–23)
Number of Expressions of Interest (EOI)	97	93	101
Number of EOI shortlisted	20	20	17
EOI success rate (%)	20.6	21.5	16.8
Number of applications funded	9	9	11
Application success rate (%)	45	45	64.7
Total funding (\$)	283,500,000	308,790,287	384,905,274
Industrial Transformation Research Hubs (ITRH)	ITRH 2022 (2021–22)	ITRH 2023 (2022–23)	ITRH 2024 (2023–24)
Number of applications	12	7	16
Number of awards	4	5	7
Success rate (%)	33.3	71.4	43.8
Total funding (\$)	17,768,172	24,889,184	34,731,325
Industrial Transformation Training Centres (ITTC)	ITTC 2022 (2021–22)	ITTC 2023 (2022–23)	ITTC 2024 (2023–24)
Number of applications	21	23	22
Number of awards	6	8	6
Success rate (%)	28.6	34.8	27.3
Total funding (\$)	29,285,604	39,999,600	29,806,404
Linkage Infrastructure, Equipment and Facilities (LIEF)	LIEF 2023 (2022–23)	LIEF 2024 (2023–24)	LIEF 2025 (2024–25)
Number of applications	133	103	125
Number of awards	45	35	36
Success rate (%)	33.8	34.0	28.8
Total funding (\$)	39,515,942	28,158,347	38,205,896

40 CE rounds are run periodically. The most recent round (CE 2023) was finalised in 2022–23.

Scheme round (and reporting period)			
Linkage Projects (LP)	LP 2022 ⁴¹ (2022–23)	LP 2023 ⁴² (2023–24)	LP 2024 ⁴³ (2024–25)
Number of applications	401	445	422
Number of awards	138	122	131
Success rate (%)	34.4	27.4	31
Total funding (\$)	68,129,083	69,182,696	76,578,742
Early Career Industry Fellowships (IE) ⁴⁴	-	IE 2023 (2023–24)	IE 2024 (2023–24)
Number of applications	-	359	185
Number of awards	-	50	50
Success rate (%)	-	13.9	27
Total funding (\$)	-	22,227,166	22,516,041
Mid-Career Industry Fellowships (IM)	-	IM 2023 (2023–24)	IM 2024 (2023–24)
Number of applications	-	314	109
Number of awards	-	25	25
Success rate (%)	-	8	22.9
Total funding (\$)	-	23,840,576	25,695,428
Industry Laureate Fellowships (IL)	-	IL 2023 (2023–24)	IL 2024 (2023–24)
Number of applications	-	116	53
Number of awards	-	8	8
Success rate (%)	-	6.9	15.1
Total funding (\$)	-	27,709,549	27,439,189
Special Research Initiatives (SRI)	SRI 2020 Round 1 ⁴⁵ (2019–20)	SRI 2020 Round 2 ⁴⁶ (2020–21)	-
Number of applications	20	692	-
Number of awards	2	49	-
Success rate (%)	10	7.1	-
Total funding (\$)	56,000,000	11,759,398	-

41 LP 2022 includes all applications received for funding under the 2022 selection round. Funding for projects in the 2022 selection round may commence in 2022 or 2023.

42 LP 2023 includes all applications received for funding under the 2023 selection round. Funding for projects in the 2023 selection round may commence in 2023 or 2024.

43 LP 2024 includes all applications received for funding under the 2024 selection round. Funding for projects in the 2024 selection round and commences in 2025.

44 IE 2023, IM 2023, and IL 2023 are the inaugural rounds of the ARC's Industry Fellowships scheme, with funding commencing in 2023.

45 SRI 2020 round 1 refers to the Excellence in Antarctic Science Program which was reported in the 2019–20 financial year.

46 SRI 2020 round 2 refers to the Australian Society, History and Culture scheme, which received a ministerial decision in the 2020–21 reporting period.

5.3 ARC Act reporting requirements

This appendix provides information required to be included in the *Annual Report 2024–25* (Annual Report) under section 65A of the [Australian Research Council Act 2001](#) (ARC Act), relating to:

- particulars of any directions (by legislative instrument) given by the Minister for Education (Minister) to the Board under section 10 of the ARC Act about the performance of the Board's functions or the exercise of its powers, during the reporting period
- particulars of any directions (not a legislative instrument) given by the Board under section 40B of the ARC Act to the CEO during the reporting period about the performance of the CEO's functions
- the number of decisions made by the Minister during the reporting period, under each subsections 47(8), 48(6) and 52(1) of the ARC Act, where the Minister considers it relevant to the security, defence, or international relations of Australia (and as otherwise set out at section 47(8) of the ARC Act): to refuse to give funding approval to an organisation; terminate a funding approval in relation to an organisation; and where required, inform the Board that they should not provide funding approval⁴⁷
- information, in respect of each organisation receiving financial assistance under a funding agreement which ended or was terminated during the reporting period, about the nature of the employment of researchers employed by the organisation for the purposes of a research project mentioned in the funding agreement
- an outline of any other matters that the Minister, by notice in writing to the Chair of the Board, requires to be dealt with in the annual report.

Reportable directions and decisions

During 2024–2025, there were:

- No particulars of any directions given by the Minister to the Board during the reporting period. The Minister communicated to the Chair of the Board through a Statement of Expectations in August 2024.
- No particulars of any directions given by the Board to the CEO about the performance of the CEO's functions during the reporting period.
- No decisions made by the Minister during the reporting period, under each subsections 47(8), 48(6) and 52(1) of the ARC Act, where the Minister considers it relevant to the security, defence, or international relations of Australia (and as otherwise set out at section 47(8) of the ARC Act): to refuse to give funding approval to an organisation; terminate a funding approval in relation to an organisation; and where required, inform the Board that they should not provide funding approval.⁴⁸ The Minister did not exercise any powers but was briefed 4 times during the reporting period under section 47(8) of the ARC Act.

⁴⁷ See section 48(1) of the ARC Act where the Minister, may on behalf of the Commonwealth and in writing, approve the making of a grant of financial assistance to an organisation for a research project in relation to a designated research program.

⁴⁸ See section 48(1) of the ARC Act where the Minister, may on behalf of the Commonwealth and in writing, approve the making of a grant of financial assistance to an organisation for a research project in relation to a designated research program.

- No relevant matters to be dealt with in the Annual Report as required under section 65A(d) of the ARC Act.

Researcher employment

There were 104 funding agreements, between the ARC and 36 Administering Organisations, that ended or were terminated (i.e. concluded) during the 2024–25 reporting period (**Table 36**).

Of the total 1,277 projects that concluded during 2024–25, researcher employment data was provided by Administering Organisations for 367 projects. **Tables 37 to 42** provide an overview of the researchers and research assistants employed for the purpose of those projects, over the life span of the project.

The 2024–25 reporting period was the first time data was collected for the purpose of this reporting requirement; the reporting of the nature of researcher employment is expected to improve over time as the data collection and reporting process matures.

Data notes

The following applies to all data included in this appendix:

- The 2024–25 reporting period is based on the financial year (1 July 2024 to 30 June 2025), inclusive of start and end dates.
- ‘Administering Organisation’ means the organisation that was receiving financial assistance at the time of conclusion.
- ‘Researcher’ means includes all named Chief Investigators (from all organisations) and all ARC-budgeted researcher positions including post-doctorates and research assistants who are employed at any point for the purposes of the funding agreement or research project.
 - Number of researchers is not based on a distinct count meaning there may be duplication due to researchers being employed (i.e. counted) across multiple projects/funding agreements or multiple years of the same project.
 - Researcher count is based on the Administering Organisation for each project/funding agreement, not the primary employer of the researcher.
- ‘Funding agreement’ means an agreement under section 49(1) (including as varied) of the ARC Act; this is also known as a Grant Agreement.
- ‘Concluded’ means the funding agreements or project was ended or terminated.
- Level of employment is categorised as per the Fair Work Ombudsman’s [Higher Education Academic Staff Award \[MA000006\]](#) (academic levels) and [Higher Education General Staff Award \[MA000007\]](#) (professional levels).
- **Tables 37 to 42** only include data as reported to the ARC from the 21 Administering Organisations who provided data with the ARC’s requested timeframe.
- Data may not be included where a funding agreement was terminated during the reporting period and the Administering Organisation was not required to provide the ARC with this information.

Table 36: Funding agreements and research projects concluded, by Administering Organisation (2024–25)

Administering Organisation	Funding agreements concluded	Research projects concluded
Australian Catholic University	3	9
Central Queensland University	1	2
Charles Darwin University	1	3
Curtin University	1	19
Deakin University	5	24
Edith Cowan University	1	2
Federation University Australia	1	1
Flinders University	1	17
Griffith University	1	31
James Cook University	3	8
La Trobe University	2	17
Macquarie University	1	37
Monash University	4	147
Murdoch University	3	5
Queensland University of Technology	5	35
RMIT University	3	35
Southern Cross University	1	6
Swinburne University of Technology	2	18
The Australian National University	5	73
The University of Adelaide	5	53
The University of Melbourne	5	125
The University of New England	1	4

Administering Organisation	Funding agreements concluded	Research projects concluded
The University of New South Wales	3	150
The University of Newcastle	6	30
The University of Queensland	7	126
The University of Sydney	6	105
The University of Western Australia	1	44
University of Canberra	3	5
University of South Australia	4	12
University of Southern Queensland	2	2
University of Tasmania	3	28
University of Technology Sydney	4	47
University of the Sunshine Coast	1	4
University of Wollongong	4	34
Victoria University	2	4
Western Sydney University	3	15
Total	104	1,277

Table 37: Proportion of researchers employed over the lifespan of concluded projects, by employment type (2024–25)

Employment type	Proportion (%)
Ongoing	51.77
Ongoing full-time	43.10
Ongoing part-time	5.43
Ongoing casual	3.24
Fixed term	48.23
Fixed term full-time	27.36
Fixed term part-time	10.39
Fixed term casual	10.48

Table 38: Proportion of researchers employed over the lifespan of concluded projects, by employment type and Administering Organisation (2024–25)

Administering Organisation	Ongoing (%)			Fixed term (%)			Total (%)		
	Full-time	Part-time	Casual	Total	Full-time	Part-time		Casual	Total
Australian Catholic University	1.33	0.09	0.00	1.43	0.11	1.10	1.08	2.30	3.72
Charles Darwin University	0.64	0.00	0.00	0.64	0.16	0.18	0.14	0.48	1.13
Charles Sturt University	0.37	0.02	0.00	0.39	1.06	0.21	0.21	1.47	1.86
CQ University	3.08	3.43	0.14	6.64	1.89	1.20	2.30	5.38	12.02
Curtin University	0.48	0.09	0.00	0.57	0.05	0.23	0.02	0.30	0.87
Deakin University	0.14	0.00	0.00	0.14	0.05	0.00	0.14	0.18	0.32
Edith Cowan University	2.09	0.18	0.02	2.30	0.76	0.64	0.07	1.47	3.77
Federation University of Australia	0.25	0.00	0.00	0.25	0.07	0.02	0.14	0.23	0.48

Administering Organisation	Ongoing (%)			Fixed term (%)			Total (%)		
	Full-time	Part-time	Casual	Total	Full-time	Part-time		Casual	Total
Flinders University	0.00	0.00	0.00	0.00	0.14	0.18	0.02	0.34	0.34
Griffith University	4.18	0.21	0.00	4.39	2.30	1.06	0.69	4.05	8.44
James Cook University	0.97	0.00	0.32	1.29	1.10	0.00	0.00	1.10	2.39
La Trobe University	10.21	0.71	1.01	11.93	5.56	0.57	1.66	7.79	19.72
Macquarie University	7.61	0.53	0.69	8.83	7.20	2.48	1.79	11.47	20.30
Monash University	0.39	0.00	0.00	0.39	0.09	0.14	0.00	0.23	0.62
Murdoch University	0.76	0.02	0.41	1.20	0.85	0.09	0.07	1.01	2.21
Queensland University of Technology	5.01	0.00	0.51	5.52	3.45	0.97	0.78	5.20	10.71
RMIT University	2.99	0.00	0.11	3.10	1.45	0.37	0.69	2.51	5.61
Southern Cross University	1.43	0.00	0.02	1.45	0.90	0.78	0.28	1.95	3.40
Swinburne University of Technology	1.13	0.00	0.00	1.13	0.07	0.16	0.37	0.60	1.72
Torrens University Australia	0.05	0.05	0.00	0.09	0.00	0.00	0.00	0.00	0.09
University of Adelaide	0.00	0.09	0.00	0.09	0.11	0.00	0.05	0.16	0.25
Total	43.10	5.43	3.24	51.77	27.36	10.39	10.48	48.23	-

Table 39: Proportion of researchers employed over the lifespan of concluded projects, by level of employment type (2024–25)

Level of employment	Proportion (%)
Academic level	85.08
E	30.86
D	13.50
C	12.03
B	11.53
A	17.16
Professional level (or equivalent)	14.92
1	0.85
2	0.55
3	0.87
4	3.34
5	4.30
6	3.27
7	0.64
8	0.37
9	0.14
10	0.59

Table 40: Proportion of researchers employed over the lifespan of concluded projects, by level of employment type and Administering Organisation (2024–25)

Administering Organisation	Academic level (%)						Professional level or equivalent (%)										Total (%)	
	E	D	C	B	A	Total	1	2	3	4	5	6	7	8	9	10		Total
Australian Catholic University	1.17	0.53	0.09	0.07	0.50	2.36	0.00	0.00	0.05	0.46	0.46	0.25	0.14	0.00	0.00	0.00	1.35	3.71
Charles Darwin University	0.46	0.18	0.00	0.27	0.11	1.03	0.00	0.00	0.00	0.00	0.00	0.09	0.00	0.00	0.00	0.00	0.09	1.12
Curtin University	0.23	0.11	0.39	0.43	0.34	1.51	0.00	0.00	0.00	0.16	0.14	0.02	0.02	0.00	0.00	0.00	0.34	1.85
Deakin University	3.94	1.33	1.21	0.89	2.10	9.47	0.00	0.00	0.53	0.09	0.05	1.53	0.02	0.16	0.11	0.00	2.49	11.97
Edith Cowan University	0.30	0.16	0.16	0.09	0.09	0.80	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.07	0.87
Federation University Australia	0.14	0.00	0.00	0.00	0.18	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.32
Flinders University	1.69	0.34	0.39	0.32	0.55	3.29	0.00	0.00	0.00	0.05	0.39	0.02	0.00	0.07	0.00	0.00	0.53	3.82
La Trobe University	0.00	0.00	0.25	0.07	0.16	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48
Murdoch University	0.00	0.00	0.07	0.00	0.16	0.23	0.00	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.00	0.00	0.11	0.34
RMIT University	2.36	1.12	1.35	1.51	1.76	8.10	0.00	0.00	0.00	0.00	0.00	0.11	0.09	0.00	0.00	0.00	0.21	8.30
Southern Cross University	0.80	0.23	0.21	0.53	0.07	1.83	0.00	0.00	0.00	0.30	0.07	0.00	0.00	0.00	0.00	0.00	0.37	2.20
The Australian National University	6.89	2.97	2.22	2.65	2.17	16.91	0.05	0.23	0.05	1.12	1.26	0.21	0.18	0.07	0.02	0.34	3.52	20.43
The University of Melbourne	5.86	3.55	2.59	2.20	4.30	18.49	0.37	0.21	0.05	0.14	0.16	0.34	0.05	0.00	0.00	0.16	1.46	19.95
The University of New England	0.37	0.00	0.02	0.09	0.14	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.62
The University of New South Wales	0.30	0.48	0.18	0.34	0.39	1.69	0.00	0.00	0.00	0.34	0.23	0.02	0.05	0.00	0.00	0.00	0.64	2.33
The University of Queensland	3.55	0.87	1.24	0.87	1.85	8.37	0.32	0.02	0.09	0.43	0.92	0.18	0.02	0.07	0.00	0.09	2.15	10.52
The University of Sydney	1.58	0.71	0.85	0.53	1.24	4.90	0.09	0.02	0.02	0.18	0.14	0.39	0.00	0.00	0.00	0.00	0.85	5.74

Administering Organisation	Academic level (%)					Professional level or equivalent (%)											Total (%)	
	E	D	C	B	A	Total	1	2	3	4	5	6	7	8	9	10		Total
The University of Western Australia	0.64	0.57	0.41	0.55	0.69	2.86	0.02	0.07	0.09	0.07	0.09	0.09	0.07	0.00	0.00	0.00	0.50	3.36
University of South Australia	0.62	0.18	0.32	0.07	0.34	1.53	0.00	0.00	0.00	0.00	0.18	0.00	0.00	0.00	0.00	0.00	0.18	1.72
University of Southern Queensland	0.00	0.00	0.05	0.05	0.00	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09
University of the Sunshine Coast	0.00	0.16	0.05	0.00	0.00	0.21	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.05	0.25
Total	30.86	13.50	12.03	11.53	17.16	85.08	0.85	0.55	0.87	3.34	4.30	3.27	0.64	0.37	0.14	0.59	14.92	-

Gender

Table 41: Proportion of researchers employed over the lifespan of concluded projects, by gender (2024–25)

Gender	Proportion (%)
Man	49.13
Woman	37.05
Non-binary	0.25
Uses a different term	0.00
Prefers not to say	13.57

Table 42: Proportion of researchers employed over the lifespan of concluded projects, by gender and Administering Organisation (2024–25)

Administering Organisation	Man (%)	Woman (%)	Non-binary (%)	Uses a different term (%)	Prefers not to say (%)	Total (%)
Australian Catholic University	1.08	2.17	0.00	0.00	0.46	3.71
Charles Darwin University	0.96	0.27	0.00	0.00	0.00	1.24
Curtin University	1.49	0.39	0.00	0.00	0.00	1.88
Deakin University	0.39	0.64	0.00	0.00	10.94	11.97
Edith Cowan University	0.23	0.64	0.00	0.00	0.00	0.87
Federation University Australia	0.14	0.00	0.00	0.00	0.18	0.32
Flinders University	1.46	1.58	0.00	0.00	0.00	3.04
La Trobe University	0.05	0.43	0.00	0.00	0.00	0.48
Murdoch University	0.09	0.14	0.00	0.00	0.11	0.34
RMIT University	4.90	3.66	0.00	0.00	0.00	8.56
Southern Cross University	1.78	0.59	0.00	0.00	0.00	2.38
The Australian National University	12.33	7.94	0.00	0.00	0.07	20.34
The University of Melbourne	8.79	10.18	0.11	0.00	1.12	20.21
The University of New England	0.62	0.00	0.00	0.00	0.00	0.62
The University of New South Wales	1.26	0.94	0.00	0.00	0.00	2.20
The University of Queensland	6.59	3.71	0.14	0.00	0.46	10.89
The University of Sydney	4.03	1.51	0.00	0.00	0.00	5.54
The University of Western Australia	2.31	1.08	0.00	0.00	0.02	3.41
University of South Australia	0.50	1.01	0.00	0.00	0.21	1.72
University of Southern Queensland	0.00	0.09	0.00	0.00	0.00	0.09
University of the Sunshine Coast	0.14	0.07	0.00	0.00	0.00	0.21
Total	49.13	37.05	0.25	0.00	13.57	-

This appendix provides information required by other legislation, relating to:

- advertising and market research (section 311A of the [Commonwealth Electoral Act 1918](#))
- the [Commonwealth Child Safe Framework](#) (CCSF) and the National Principles for Child Safe Organisations
- work health and safety (Schedule 2, Part 4 of the [Work Health and Safety Act 2011](#))
- ecologically sustainable development and environmental performance (section 516A of the [Environment Protection and Biodiversity Conservation Act 1999](#))
- reduction of outsourcing expenditure within the APS ([APS Strategic Commissioning Framework](#)).

The ARC is not defined as a ‘public service care agency’ and has no obligations under the [Carer Recognition Act 2010](#).

Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, agencies are required to report in their annual reports on payments made to advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations.

During 2024–25, there were no advertising campaigns conducted by the ARC and the ARC did not employ the services of any market research, polling or direct mail organisations.

Annual Statement of Compliance with the Commonwealth Child Safe Framework

The ARC and its staff do not have interactions with children as part of its standard operations, however third parties funded through the NCGP may undertake research involving children.

An assessment of child safety related risks was undertaken by the ARC in 2024–25 and determined that the ARC’s overarching residual risk rating is low. Key risks identified related to non-compliance with the [Commonwealth Child Safe Framework](#) (CCSF) and the National Principles for Child Safe Organisations by organisations receiving funding from the ARC, at a project level.

The ARC has a range of controls in place to address these risks including:

- the inclusion of child safety clauses in ARC grant agreements for funded third parties
- an annual assurance of compliance from all relevant funded third-party grant recipients
- the provision of training for ARC staff on the requirements of the CCSF to ensure an understanding of their role in fostering child safety.

The ARC is compliant with all requirements of the CCSF. Key child safety activities undertaken in 2024–25 included the delivery of CCSF training to all ARC staff, including contractors, as well as evaluation and enhancement of internal child safety procedures. In addition, the ARC obtained annual assurance from all third-party grantees regarding their compliance with the CCSF.

An Administering Organisation reported one incident of CCSF breach in November 2024 that has since been rectified.

The ARC notes the update to the CCSF implementation self-assessment checklist at the end of the 2024–25 reporting period and will continue to comply with the CCSF in the future.

Disability reporting mechanism

[*Australia's Disability Strategy 2021–2031*](#) (Disability Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The Disability Strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers. All levels of government have committed to deliver more comprehensive and visible reporting under the Disability Strategy. A range of reports on progress of the Disability Strategy's actions and outcome areas will be published and available on the Disability Gateway website, www.disabilitygateway.gov.au.

Disability reporting is included the Australian Public Service Commission's [*State of the Service reports*](#). These reports are available on the Australian Public Service Commission's website, www.apsc.gov.au.

Web versions of the *ARC Annual Report 2024–25* conform with WCAG 2.2 AA accessibility requirements.

Work Health and Safety

In accordance with the *Work Health and Safety Act 2011* (WHS Act), agencies must provide information relating to Work Health and Safety (WHS) matters in their annual reports.

The ARC remains committed to providing a safe and healthy work environment for our people, our visitors and others that work for us or with us.

During 2024–25, the ARC introduced a new Health, Safety and Wellbeing Framework which provides our people with a clear overview of the WHS structure, policies and available supports. All related WHS management policies, procedures and guidelines were also reviewed and updated. Monitoring and consultation in relation to WHS matters occurs through the ARC's People Committee which includes the ARCs health and safety representatives as members of the committee.

During 2024–25, the ARC has also continued to:

- provide online WHS training
- provide access to and encourage use of the Employee Assistance Program
- provide required training to nominated first aid officers, fire wardens and health and safety representatives
- provide employer-subsidised eyesight testing for screen-based work
- provide influenza vaccinations to employees and contractors
- provide and promote flexible working
- organise workstation assessments where required
- provide access to wellbeing related training and webinars.

During 2024–25, the ARC had no notifiable incidents occur that were reportable under section 38 of the WHS Act. The ARC was not issued with any WHS notices and no WHS investigations occurred under part 10 of the WHS Act during 2024–25.

APS Strategic Commissioning Framework

The [APS Strategic Commissioning Framework](#) is part of the government's commitment to reduce inappropriate outsourcing and strengthen the capability of the APS.

In 2024–25, the ARC's target was to reduce outsourcing expenditure by approximately \$478,000, focusing on the Portfolio, Program and Project Management job family.⁴⁹ This target was substantially achieved, with an actual reduction of \$304,735 (GST exclusive) in relevant supplier expenditure during the reporting period.

Climate action in ARC operations

Ecologically sustainable development

Under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act), Commonwealth entities have a statutory requirement to report on environmental matters in their annual reports. The annual report must:

- report how the agency's activities have accorded with the principles of Ecologically Sustainable Development (ESD)
- identify how their departmental outcomes contributed to ESD
- report on their impacts upon the environment and measures taken to minimise those impacts
- identify the review mechanisms they used to improve the effectiveness of their measures to minimise its impact upon the environment.

⁴⁹ as per the [APS Job Family Framework](#).

Under the NCGP, the ARC provides funding support for research in all disciplines, including issues of national significance such as health, social welfare, defence, transport, communications and the environment. The accordance between the ARC’s activities and the principles of ESD is outlined in **Table 43**.

Table 43: Activities aligning with ESD principles

ESD principle	Linked ARC activity
Integration: decision making processes should effectively integrate both long-term and short-term economic, environmental, social and equity considerations.	Assessment criteria relating to the provision of economic, environmental, social, health and/or cultural benefits to Australia are employed across NCGP schemes. Applications are assessed through a competitive peer review process.
Intergenerational: if there are threats of serious or irreversible environmental damage, lack of full scientific certainty should not be used as a reason for postponing measures to prevent environmental degradation.	The NCGP provides funding for research in all disciplines (except medical research), including research relevant to ESD and environmental protection.
Biodiversity: the conservation of biological diversity and ecological integrity should be a fundamental consideration in decision-making.	All ARC-funded projects must comply with ethics and research practice requirements including the <i>Australian Code for the Responsible Conduct of Research</i> which requires researchers to conduct research in a way that minimises adverse effects on the wider community and the environment.
Valuation: improved valuation, pricing and incentive mechanisms should be promoted.	The ARC complies with the <i>Commonwealth Procurement Rules</i> ensuring that any procurement takes into consideration, among other factors, the environmental sustainability of the proposed goods and services.

Examples of NCGP outcomes that support the Australian Government Science and Research priority area ‘environmental change’ can be found in the articles in **Section 1.6**.

Emissions reduction plan

Under the government’s [Net Zero in Government Operations Strategy](#) (Net Zero Strategy), all entities are required to develop a long-term emissions reduction plan that defines the priorities and actions that will be taken to support the Australian Government’s commitment to achieve net zero in government operations by 2030.

The [ARC Emissions Reduction Plan](#) was published on 24 June 2024 and outlines the ARC’s operational context, priorities and actions that will be undertaken within ARC to improve its environmental performance and reduce emissions.

As stated in our Emissions Reduction Plan, during 2024–25 the ARC set out to complete targeted actions to address our greenhouse gas emissions. **Table 44** provides a progress report against the 2024–25 actions identified in the ARC Emissions Reduction Plan.

Table 44: Progress report against ARC Emissions Reduction Plan

Action	Progress update
The ARC Facilities team will ensure compliance with relevant sustainability and procurement rules when considering lease options at the end of the ARC’s current building lease period	A procurement process for the ARC’s new premises was finalised in April 2025. The ARC ensured compliance with sustainability and procurement rules throughout this process.
The ARC Facilities team will consult with the Department of Finance to ensure participation in Whole of Australian Government (WoAG) electricity procurement as per the Net Zero Strategy to replace all electricity contracts with renewable electricity	The ARC has entered a Memorandum of Understanding for subleasing premises from IP Australia, where IP Australia will manage electrical compliance on behalf of the ARC as their tenant. As per the IP Australia Emissions Reduction Plan 2024–25 , electricity contracts will be arranged through WoAG procurement.
The Canberra Airport Group will install energy efficient lighting throughout the ARC office by mid-2026	As the ARC is relocating to new premises, this action is no longer applicable.

Emissions reporting

As part of the reporting requirements under the EPBC Act (section 516A) and the Net Zero Strategy, all non-corporate Commonwealth entities are required to publicly report on the emissions from their operations.

There are 7 greenhouse gases identified as relevant to the Net Zero Strategy target and public reporting. There are 3 categories identified as common sources of these greenhouse emissions by where they occur in the supply chain of the responsible entity. The 7 greenhouse gases are carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride and nitrogen trifluoride.

The 3 categories of emission source activities are as follows:

- Scope 1 is direct emissions from entity facilities and company owned vehicles (natural gas, fleet vehicles, refrigerants)
- Scope 2 is direct emissions from purchased electricity, steam, heating and cooling for own use (electricity in buildings)
- Scope 3 is all other indirect emissions, including from leased assets up and down stream (waste, domestic commercial flights, hire cars, accommodation).

The ARC’s inventory of greenhouse gas emissions, produced by the 3 emission source categories, presents greenhouse gas emissions over the 2024–25 reporting period. Results are presented on the basis of Carbon Dioxide Equivalent (CO₂-e) emissions. The location-based approach (**Table 45**) calculates the emissions from the local area in which the energy is consumed, while the market-based approach accounts for electricity purchased through contractual instruments and assigns the associated emissions to the purchasing entity. **Table 46** provides the ARC’s greenhouse gas emissions from electricity calculated using both the location-based and market-based approaches.

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-Australian Government approach as part of the Net Zero Strategy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports. Further information on the Net Zero Strategy can be found on the Department of Finance’s website, www.finance.gov.au.

Table 45: Greenhouse gas emissions inventory, calculated using a location-based approach (as at 30 June 2025)

Emission source	Scope 1 (t CO ₂ -e)	Scope 2 (t CO ₂ -e)	Scope 3 (t CO ₂ -e)	Total (CO ₂ -e)
Electricity	N/A	59.24	3.59	62.83
Natural gas	-	N/A	-	-
Solid waste ⁵⁰	-	N/A	-	-
Refrigerants	-	N/A	N/A	-
Fleet vehicles	-	N/A	-	-
Domestic flights	N/A	N/A	61.38	61.38
Domestic hire cars	N/A	N/A	0.09	0.09
Domestic travel accommodation	N/A	N/A	13.78	13.78
Other energy	-	N/A	-	-
Total kg CO₂-e	-	59.24	78.84	138.08

CO₂-e = Carbon Dioxide Equivalent. t = tonnes.

50 Waste data was not available at the time of the report and amendments to data may be required in future reports.

Table 46: Electricity greenhouse gas emissions inventory, calculated using location-based and market-based approaches (as at 30 June 2025)

Emission source	Scope 2 (t CO ₂ -e)	Scope 3 (t CO ₂ -e)	Total (t CO ₂ -e)	Electricity (kWh)
Location-based electricity emissions	59.24	3.59	62.83	89,756.80
Market-based electricity emissions	1.67	0.23	1.90	2,059.92
Total renewable electricity	N/A	N/A	N/A	87,696.88
Renewable power percentage ⁵¹	N/A	N/A	N/A	16,331.25
Jurisdictional renewable power percentage ⁵²	N/A	N/A	N/A	71,365.63
GreenPower ⁵³	N/A	N/A	N/A	-
Large-scale generation certificates ⁵³	N/A	N/A	N/A	-
Behind the meter solar	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
Large-scale generation certificates ⁵³	N/A	N/A	N/A	-
Behind the meter solar	N/A	N/A	N/A	-

CO₂-e = Carbon Dioxide Equivalent. t = tonnes. kWh = kilowatt hours.

Correction of information published in previous annual reports

In the ARC Annual Report 2023–24, we reported that there were no investigations conducted by the Commonwealth Ombudsman’s Office into ARC business during the 2023–24 reporting period. As noted in **Part 3.2**, there was one investigation that commenced in the 2023–24 reporting period. An outcome was provided by the Ombudsman’s office in November 2024, and the ARC advised the Ombudsman’s office of its response in March 2025.

51 Listed as mandatory renewables in the ARC Annual Report 2023–24. The renewable power percentage accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target.

52 Listed as voluntary renewables in the ARC Annual Report 2023–24. The ACT is currently the only state with a jurisdictional renewable power percentage.

53 Listed as voluntary renewables in the ARC Annual Report 2023–24.

PART

06

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A	
AC	Companion of the Order of Australia
ACT	Australian Capital Territory
AEA	Australia's Economic Accelerator
AI	Artificial intelligence
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AM	Member of the Order of Australia
AMR	Antimicrobial resistance
ANAO	Australian National Audit Office
AO	Officer of the Order of Australia
APS	Australian Public Service
APY	Arabana and Anangu Pitjantjatjara Yankunytjatjara
ARC	Australian Research Council
ARC Enterprise Agreement	<i>ARC Enterprise Agreement 2024–2027</i>
ARC People Strategy	<i>ARC People Strategy 2023–2026</i>
ARC Review	<i>Trusting Australia's Ability: Review of the Australian Research Council Act 2001</i>
ARC Strategy	<i>ARC Strategy 2022–2025</i>
ARC Act	<i>Australian Research Council Act 2001</i>
ARIC	Australian Research Integrity Committee
B	
Board	ARC Board
C	
CBE	Commander of the Order of the British Empire
CCSF	Commonwealth Child Safe Framework
CE	ARC Centre of Excellence
CEO	Chief Executive Officer
CGRPs	<i>Commonwealth Grant Rules and Principles 2024</i>
CO ₂	Carbon dioxide
CO ₂ -e	Carbon dioxide equivalent
Code	<i>Australian Code for the Responsible Conduct of Research 2018</i>
College	ARC College of Experts
Corporate Plan	<i>ARC Corporate Plan 2024–25</i>

CPA	Certified Practicing Accountant
CRO	Chief Research Officer
CS	Supporting Responses to Commonwealth Science Council Priorities
CSIRO	Commonwealth Scientific and Industrial Research Organisation
D	
DAFF	Department of Agriculture, Fisheries and Forestry
DECRA	Discovery Early Career Researcher Award
Deputy CEO	Deputy Chief Executive Officer
Disability Strategy	<i>Australia's Disability Strategy 2021–2031</i>
Discussion Paper	<i>Policy Review of the National Competitive Grants Program Discussion Paper: A new plan for ARC-funded research</i>
DP	Discovery Projects
E	
EL1	Executive Level 1
EL2	Executive Level 2
EOI	Expressions of Interest
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
ERA	Excellence in Research for Australia
ESD	Ecologically Sustainable Development
F	
FAA	Fellow of the Australian Academy of Science
FAHA	Fellow of the Australian Academy of the Humanities
FAICD	Fellow of the Australian Institute of Company Directors
FAIM	Fellow of the Australian Institute of Management
FAIR	Findable, Accessible, Interoperable, and Reusable
FASSA	Fellow of the Academy of the Social Sciences in Australia
FL	Australian Laureate Fellowships
FOI Act	<i>Freedom of Information Act 1982</i>
FoR	Fields of Research
FT	Future Fellowships
FTSE	Fellow of the Australian Academy of Technological Sciences and Engineering
G	
GST	Goods and Services Tax

H	
HCP	Healthy Country Plan
Hon	Honourable
I	
ICT	Information and Communications Technology
IDC	Inter-departmental committee
IE	Early Career Industry Fellowships
IL	Industry Laureate Fellowships
IM	Mid-Career Industry Fellowships
IN	Discovery Indigenous
ITRH	Industrial Transformation Research Hubs
ITTC	Industrial Transformation Training Centres
L	
L&D Strategy	Learning and Development Strategy
LASP	Learned Academies Special Projects
LIEF	Linkage Infrastructure, Equipment and Facilities
LP	Linkage Projects
M	
Minister	Minister for Education
MRAG	ARC Medical Research Advisory Group
N	
NCGP	National Competitive Grants Program
NCRIS	National Collaborative Research Infrastructure Strategy
Net Zero Strategy	<i>Net Zero in Government Operations Strategy</i>
NHMRC	National Health and Medical Research Council
NSSTC	National Security Science and Technology Centre
NSW	New South Wales
NT	Northern Territory
O	
ONI	Office of National Intelligence
P	
PBS	<i>ARC Portfolio Budget Statements 2024–25</i>
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>

PID	Persistent Identifiers
Program 1.1	Discovery – Research and Research Training
Program 1.2	Linkage – Cross-sector research partnerships
Program 1.3	Excellence in Research for Australia
Q	
QLD	Queensland
R	
RECARB Hub	ARC Research Hub for Carbon Utilisation and Recycling
RGS	Research Grants Services
RIRC	Research Integrity Review Committee
RMS	Research Management System
S	
SA	South Australia
SACs	Selection Advisory Committees
SERD	Strategic Examination of Research and Development
SES	Senior Executive Service
SME	Small and Medium Enterprises
SRI	Special Research Initiatives
Statements	<i>ARC Annual Performance Statements 2024–25</i>
STEM	Science, Technology, Engineering and Maths
T	
TAS	Tasmania
V	
VIC	Victoria
W	
WA	Western Australia
WHS	Work Health and Safety
WHS Act	<i>Work Health and Safety Act 2011</i>
WoAG	Whole of Australian Government

6.3 Glossary

Administered expenditure

Funding that is managed by agencies on behalf of the government.

Administering Organisation

An Eligible Organisation that submits an application for grant funds and is responsible for the administration of grant funds under a Grant Agreement.

Applied research

Applied research is original investigation undertaken in order to acquire new knowledge. It is, however, directed primarily towards a specific, practical aim or objective.

Australian Universities Accord

An Australian Government review of the higher education system, aimed at devising recommendations and performance targets to improve the quality, accessibility, affordability and sustainability of higher education for the long-term benefit of the nation.

Basic research

Basic research is experimental or theoretical work undertaken primarily to acquire new knowledge of the underlying foundations of phenomena and observable facts, without any particular application or use in view.

Chief Investigator

A researcher who satisfies the eligibility criteria for a Chief Investigator under the Discovery Program or Linkage Program grant guidelines, and takes responsibility for the conduct of an ARC-funded project.

Discovery Program

Funding for investigator-initiated research projects and research fellowships and awards. The Discovery Program comprises the FL, DECRA, IN, DP and FT schemes.

Early career researcher

A researcher who has held a PhD or equivalent qualification for a period of less than or equal to 5 years at the time of their application.

Eligible Organisation

An organisation that satisfies the eligibility criteria for an administering organisation under the Discovery Program or Linkage Program grant guidelines.

Engagement and Impact assessment

An assessment of researchers' engagement with end-users, and how universities are translating their research into economic, social, environmental, cultural and other impacts.

Excellence in Research for Australia

Provides Australian Government, industry, business and the wider community with assurance of the excellence of research conducted in Australia's higher education institutions. The evaluation framework identifies universities and disciplines that are internationally competitive and highlights areas where there are opportunities for further development and investment.

Ex-officio

A person who was appointed as a member of the committee as a result of another position they held.

Final report

A report to the ARC that researchers must submit within 12 months of completing their research project. The report includes a range of data and information including a description of research outcomes, academic and commercialisation outputs, and details of collaboration.

Grant Agreement

The agreement entered into by the ARC and an administering organisation when an application from that organisation is approved for funding.

Grant Guidelines

Documents published on the GrantConnect website for each grant opportunity that provide applicants with information about schemes, eligibility requirements, the application, selection and approval processes, and requirements for the administration of funding.

Linkage Program

Provides funding for research projects, infrastructure, hubs and centres that foster collaboration among researchers and research teams in Australia and internationally, and with industry and other research end-users. The Linkage Program comprises the ARC CE, ITRH, ITTC, LIEF, LASP, LP, SRI, CS, IE, IM and IL schemes.

Mid-career researchers

A researcher with between 5 and 15 years of research experience since the award of a PhD or equivalent qualification at the time of their application.

National Competitive Grants Program

The NCGP incorporates the Discovery Program and the Linkage Program, under which the ARC funds a range of complementary schemes to support the highest-quality basic and applied research, research training, research collaboration or partnerships, and infrastructure across all research disciplines.

Partner Investigator

A researcher who satisfies the eligibility criteria for a Partner Investigator under the Discovery Program or Linkage Program grant guidelines, and takes significant intellectual responsibility for the research.

Partner Organisations

National or international organisations that satisfy the eligibility criteria for a partner organisation as defined under Linkage Program grant guidelines, and contribute to the research project in accordance with the requirements of the scheme.

Peer review

Evaluation of research applications or outputs by experts who assess individual research applications within their field of research or across a broader disciplinary area on the basis of established selection criteria.

Research Office

A business unit within an Eligible Organisation that is responsible for administrative contact with the ARC regarding applications and projects.

Science and Research Priority areas

On 12 August 2024, the Minister for Industry and Science announced the new National Science and Research Priorities. The Priorities, developed in consultation with leaders from industry, research and government, are designed to guide Australian science and research efforts by the Australian Government, university and private sectors. They provide focal points towards which researchers can concentrate their combined efforts to help solve Australia's greatest challenges.

As at 30 June 2025, the National Science and Research Priorities were: transitioning to a net zero future; supporting healthy and thriving communities; elevating Aboriginal and Torres Strait Islander knowledge systems; protecting and restoring Australia's environment; and building a secure and resilient nation.

Success rate

The number of awards made in a year or funding round as a percentage of the total number of applications. Withdrawn applications are excluded from calculations.



6.4

Compliance index: annual reporting requirements

Australian Research Council Act 2001 (ARC Act)

ARC Act reference	Part of report	Description	Requirement	Page/s
65A(a)	Part 5: Appendices	Particulars of any directions (by legislative instrument) given by the Minister for Education (Minister) to the Board under section 10 of the ARC Act about the performance of the Board's functions or the exercise of its powers, during the reporting period.	Mandatory	180
65A(b)	Part 5: Appendices	Particulars of any directions (not a legislative instrument) given by the Board under section 40B of the ARC Act to the CEO during the reporting period about the performance of the CEO's functions	Mandatory	180
65A(c)	Part 5: Appendices	The number of decisions made by the Minister during the reporting period, under each subsections 47(8), 48(6) and 52(1) of the ARC Act, where the Minister considers it relevant to the security, defence, or international relations of Australia (and as otherwise set out at section 47(8) of the ARC Act): to refuse to give funding approval to an organisation ⁵⁴ ; terminate a funding approval in relation to an organisation; and where required, inform the Board that they should not provide funding approval.	Mandatory	180

⁵⁴ See section 48(1) of the ARC Act where the Minister, may on behalf of the Commonwealth and in writing, approve the making of a grant of financial assistance to an organization for a research project in relation to a designated research program.

ARC Act reference	Part of report	Description	Requirement	Page/s
65A(ca)	Part 5: Appendices	Information, in respect of each organisation receiving financial assistance under a funding agreement which ended or was terminated during the reporting period, about the nature of the employment of researchers employed by the organisation for the purposes of a research project mentioned in the funding agreement.	Mandatory	181–9
65A(d)	Part 5: Appendices	An outline of any other matters that the Minister, by notice in writing to the Chair of the Board, requires to be dealt with in the annual report.	Mandatory	180–1

Public Governance, Performance and Accountability Rule 2014 (PGPA Rule)

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AD(g)	Letter of transmittal			
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	iii
17AD(h)	Aids to access			
17AJ(a)	Contents	Table of contents (print only).	Mandatory	I–v
17AJ(b)	6.5 Alphabetical index	Alphabetical index (print only).	Mandatory	220–31
17AJ(c)	6.2 Abbreviations and acronyms	Glossary of abbreviations and acronyms.	Mandatory	201–4
17AJ(d)	6.4 Compliance index: annual reporting requirements	List of requirements.	Mandatory	208–19
17AJ(e)	Copyright	Details of contact officer.	Mandatory	ii
17AJ(f)	Copyright	Entity's website address.	Mandatory	ii
17AJ(g)	Copyright	Electronic address of report.	Mandatory	ii
17AD(a)	Review by accountable authority			
17AD(a)	Preface: Chair's foreword 1.5 Year in review	A review by the accountable authority of the entity.	Mandatory	vi–vii, 19–25
17AD(b)	Overview of the entity			
17AE(1)(a)(i)	1.1 Purpose	A description of the role and functions of the entity.	Mandatory	2–3

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AE(1)(a)(ii)	1.4 ARC organisational structure	A description of the organisational structure of the entity.	Mandatory	17–18
17AE(1)(a)(iii)	1.1 Purpose	A description of the outcomes and programmes administered by the entity.	Mandatory	3
17AE(1)(a)(iv)	1.1 Purpose	A description of the purposes of the entity as included in corporate plan.	Mandatory	2
17AE(1)(aa)(i)	1.3 ARC governance	Name of the accountable authority or each member of the accountable authority	Mandatory	5
17AE(1)(aa)(ii)	1.3 ARC governance	Position title of the accountable authority or each member of the accountable authority	Mandatory	6–8
17AE(1)(aa)(iii)	1.3 ARC governance	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	6
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory	N/A
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory	N/A
17AD(c)	Report on the Performance of the entity			
Annual performance Statements				
17AD(c)(i); 16F	Part 2: Annual Performance Statements	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	55–87
17AD(c)(ii)	Report on Financial Performance			
17AF(1)(a)	4.2 Financial performance	A discussion and analysis of the entity's financial performance.	Mandatory	122–5

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AF(1)(b)	4.2 Financial performance	A table summarising the total resources and total payments of the entity.	Mandatory	124-5
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory	N/A
17AD(d)	Management and Accountability			
Corporate Governance				
17AG(2)(a)	3.2 Risk oversight, controls and compliance	Information on compliance with section 10 (fraud systems)	Mandatory	94
17AG(2)(b)(i)	Letter of Transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	iii
17AG(2)(b)(ii)	Letter of Transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	iii
17AG(2)(b)(iii)	Letter of Transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	iii
17AG(2)(c)	1.3 ARC governance 1.4 ARC organisational structure	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	5-18

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AG(2)(d) – (e)	4.2 Financial performance	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory	122
Audit Committee				
17AG(2A)(a)	1.3 ARC governance	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	9
17AG(2A)(b)	1.3 ARC governance	The name of each member of the entity's audit committee.	Mandatory	9–10
17AG(2A)(c)	1.3 ARC governance	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	9–10
17AG(2A)(d)	1.3 ARC governance	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	9–10
17AG(2A)(e)	1.3 ARC governance	The remuneration of each member of the entity's audit committee.	Mandatory	9–10
External Scrutiny				
17AG(3)	3.2 Risk oversight, controls and compliance	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	96–7
17AG(3)(a)	3.2 Risk oversight, controls and compliance	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory	96
17AG(3)(b)	3.2 Risk oversight, controls and compliance	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory	96

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AG(3)(c)	3.2 Risk oversight, controls and compliance	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	97
Management of Human Resources				
17AG(4)(a)	3.3 People, capability and remuneration	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	98-100
17AG(4)(aa)	3.3 People, capability and remuneration	Statistics on the entity's employees on an ongoing and nonongoing basis, including the following: (a) statistics on fulltime employees; (b) statistics on parttime employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory	106-16
17AG(4)(b)	3.3 People, capability and remuneration	Statistics on the entity's APS employees on an ongoing and nonongoing basis; including the following: • Statistics on staffing classification level; • Statistics on fulltime employees; • Statistics on parttime employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous.	Mandatory	106-16
17AG(4)(c)	3.3 People, capability and remuneration	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory	100
17AG(4)(c)(i)	3.3 People, capability and remuneration	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	100

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AG(4)(c)(ii)	3.3 People, capability and remuneration	The salary ranges available for APS employees by classification level.	Mandatory	101
17AG(4)(c)(iii)	3.3 People, capability and remuneration	A description of non-salary benefits provided to employees.	Mandatory	101
17AG(4)(d)(i)	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	N/A
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	N/A
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	N/A
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory	N/A
Assets Management				
17AG(5)	4.1 Purchasing, contracts and assets	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	121
Purchasing				
17AG(6)	4.1 Purchasing, contracts and assets	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	118–21
Reportable consultancy contracts				
17AG(7)(a)	4.1 Purchasing, contracts and assets	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	118–20

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AG(7)(b)	4.1 Purchasing, contracts and assets	A statement that “During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory	118
17AG(7)(c)	4.1 Purchasing, contracts and assets	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	119
17AG(7)(d)	4.1 Purchasing, contracts and assets	A statement that “Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”	Mandatory	118
Reportable non-consultancy contracts				
17AG(7A)(a)	4.1 Purchasing, contracts and assets	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	119
17AG(7A)(b)	4.1 Purchasing, contracts and assets	A statement that “Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”	Mandatory	120

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	4.1 Purchasing, contracts and assets	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	118–20
Australian National Audit Office Access Clauses				
17AG(8)	4.1 Purchasing, contracts and assets	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory	120
Exempt contracts				
17AG(9)	4.1 Purchasing, contracts and assets	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory	120
Small business				
17AG(10)(a)	4.1 Purchasing, contracts and assets	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	120

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AG(10)(b)	4.1 Purchasing, contracts and assets	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	120–1
17AG(10)(c)	4.1 Purchasing, contracts and assets	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory	120
Financial Statements				
17AD(e)	4.3 Financial Statements	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	126–70
Executive Remuneration				
17AD(da)	3.3 People, capability and remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	101–10
17AD(f)	Other Mandatory Information			
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory	N/A

PGPA Rule reference	Part of report	Description	Requirement	Page/s
17AH(1)(a)(ii)	5.4 Other mandatory information	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	190
17AH(1)(b)	3.1 Research grant administration	A statement that "Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."	If applicable, Mandatory	91
17AH(1)(c)	5.4 Other mandatory information	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	191
17AH(1)(d)	3.2 Risk oversight, controls and compliance	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	97
17AH(1)(e)	5.4 Other mandatory information	Correction of material errors in previous annual report	If applicable, mandatory	196
17AH(2)	5.4 Other mandatory information	Information required by other legislation	Mandatory	190

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The logo consists of a white circle centered on a dark blue background. The background is decorated with a repeating pattern of overlapping circles, each filled with a fine, light blue dot grid. The text 'ARC.GOV.AU' is printed in a bold, black, sans-serif font within the white circle.

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