

**FIGHT
MND.**
IT TAKES PEOPLE

2022 FightMND Research Fellowship – Early-Career



Contents

03	Acronyms and Definitions
05	Introduction
06	Objectives
06	Purpose of the FightMND Early-Career Research Fellowship
06	FightMND Early-Career Research Fellowship – Australian Based
06	FightMND Early-Career Research Fellowship – Overseas Based
07	Financial Structure of ECRFs - Salary, Allowances and Budget
08	Eligibility Criteria
08	Applicants
09	Laboratory Heads and Administering Institution
09	Collaborators
10	Privacy, Conflict of Interest
10	Privacy and Confidentiality
10	Conflict of Interest – Reviewers and GRP
10	Acknowledgement of Support
11	Application Procedure
11	Notification of Intent to Submit ECRF Application
11	Proposals
11	Cover Sheet (see page 14)
12	Background and Project Plan (max. 4 pages)
12	Timeline (max. 1 page)
12	References (max. 2 pages)
12	Curriculum Vitae (max. 2 pages)
12	Career Disruption
12	PhD Completion
12	Letters of Support
12	Referees
12	Collaborators not Named as Investigators
11	Budget (max. 1 page)
13	Conformation of Budget Prior to Commencing Year 3
13	Declaration of Research Funding from Other Sources
13	How to Submit
14	2022 FightMND Early-Career Research Fellowship Cover Sheet
15	Reporting
16	Terms and Conditions
16	FightMND Early-Career Research Fellowship
22	Appendix 1
22	Intellectual Property Rights and Commercial Activities

Acronyms and Definitions

Administering Institution: Organisation responsible for administration of the fellowship, and the receipt and distribution of fellowship funds. An Early-Career Research Fellowship can have either one or two Administering Institution(s).

Applicant: Researcher leading the research – the Primary Investigator (PI), who is responsible for the overall direction of the fellowship, completion and lodgement of the application, and progress and reporting on the fellowship and research activity. The applicant must obtain written commitment from their laboratory Head(s) and Heads of Departments/Administering Institution(s), and must assume responsibility for undertaking and completing the activities outlined in the application. Where research activity for the fellowship involves multi-site research, the applicant must obtain written commitment from all Heads of Departments/Administering Institution(s) of collaborative partners and co-Investigators not within the Administering Institution(s).

Collaboration and Collaborator/Collaborative Partner(s): All people, Investigators and Organisations involved in the research activity for the Early-Career Research Fellowship are considered to be collaborators. Collaboration may be between a combination of disciplines, Departments and/or Organisations and can include Organisations or individuals that provide specific resources that contribute to the research. Collaborators may be directly involved in the conduct of the fellowship's research activity but are not responsible for the direction and progress of the research. By encouraging collaborative agreements, FightMND is seeking that researchers consider looking beyond their discrete Departments, Organisations and disciplines, and to seek out people who may be doing similar research. This may allow for stronger and higher quality research proposals and reduce research duplication.

Career Disruption: A career disruption involves a prolonged interruption to an applicant's capacity to work, due to: Parental leave; Major illness/injury; or Carer responsibilities.

ECRF: Early-Career Research Fellowship.

Early-Career Researcher (ECR): A post-doctoral researcher who has obtained their PhD within the last 5 years (excluding career disruption). PhD completion letters from Universities or Institutions must be submitted with applications to provide evidence of date of completion. ECRs must be within 5 years of PhD completion at the time applications are due.

Goods and Services Tax: Goods and Services Tax (GST) imposed in accordance with the *A New Tax System (Goods and Services Tax) Act 1999*, and related Acts and Regulations. GST will be paid on top of grant amounts where appropriate. This will be determined by the Administering Institution's GST status.

Laboratory Head(s): Head of the Laboratory in which the Early-Career Research Fellow will perform their research. The Laboratory Head will provide laboratory space, equipment and support to the Early-Career Research Fellow.

Motor Neurone Disease (MND): For the purposes of these Early-Career Research Fellowships, the definition of MND includes the following progressive neurological disorders that selectively target motor neurons: Amyotrophic Lateral Sclerosis (ALS); Primary Lateral Sclerosis (PLS); Progressive Muscular Atrophy (PMA); Progressive Bulbar Palsy; and Pseudobulbar Palsy.

Sponsor: An individual with expertise in the MND field who may work in the same or different laboratory or even a different Institute or Organisation. They will be prepared to act as a mentor to the Fellow throughout the term of the awarded fellowship.

Supporting Host Institution: The Institution that will host the ECRF for two years and is not named as the Administering Institution. For *Overseas Based ECRFs*, the Supporting Host Institution will host the Fellow for the first two years of the ECRF. For *Australian Based ECRFs* with one (1) Administering Organisation, the Supporting Host Institution is the Institution where the Fellow is based for either Years 1 and 2 of the ECRF, or the final two years of the ECRF (as selected in the ECRF application).

Translational Research: Research facilitating the transfer or translation of new basic knowledge of disease mechanisms gained in the laboratory into the development of new methods for the treatment and/or prevention of MND in humans.

Within this scope, research projects may include:

- the preclinical development of new treatments and interventions for MND; and/or
- testing the effectiveness of treatments for MND.



Introduction

FightMND call for proposals:

FightMND is launching a new battleground for outstanding researchers focused on defeating Motor Neurone Disease. Over the next 3 years (2022-2024) FightMND will initiate a Research Capacity Building program supporting Australian MND researchers through competitive scholarships and fellowships at all stages of their career. This program will provide the stability, certainty and environment that is essential for the most promising and elite research to thrive, flourish, and significantly impact MND.

Early-Career Research Fellowship (ECRF)

FightMND supports biomedical research in the field of Motor Neurone Disease (MND) in all relevant research disciplines. The objective of this FightMND Non-Clinical Fellowship is to support research aimed at understanding the causes of MND, particularly sporadic MND, elucidating disease mechanisms and facilitating the translation of therapeutic strategies from the laboratory to the clinic. Additionally, FightMND aims to attract and retain promising scientists within the field of MND research.

We invite post-doctoral, ECRs (within 5 years following awarding of their PhD, excluding career disruption) with relevant experience, who are ready to lead a research project as Primary Investigator, to apply for this ECRF.

This is a 4-year full-time Fellowship being offered in the following two categories:

- Early-Career Research Fellowship – Australian based
- Early-Career Research Fellowship – Overseas based

APPLICATIONS OPEN:
31 December 2022

NOTIFICATION OF INTENT TO SUBMIT DUE:
01 March 2022 at 18:00 AEDT

APPLICATIONS DUE:
01 April 2022 at 18:00 AEDT

RECIPIENTS NOTIFIED:
July 2022

Support will not normally exceed 4 years and applicants should submit proposals that are focused and compatible with a 4-year time frame, and compatible with performing research at two Research Institutions (or independent laboratories) for a period of two years per Institution (or laboratory).

Reporting is an important requirement of FightMND Fellowships (see Terms and Conditions 15). Please consider this when planning your research and experiments.

FightMND only supports work carried out in bona fide research institutions.

Objectives

Purpose of the FightMND Early-Career Research Fellowship

The FightMND ECRF is aimed at supporting researchers with outstanding ability to choose or continue to focus on MND as their selected field of endeavour. The essential purpose of this fellowship is to provide the opportunity for an early-career MND researcher (within 5 years of their PhD being awarded) with relevant experience and demonstrated expertise and ability, to apply for funding in their own name, build collaborations and further establish themselves as a MND researcher.

Researchers with more than 5 years post-doctoral experience may be eligible to apply for a **FightMND Mid-Career Research Fellowship**.

Research proposals should be aimed at understanding the causes of MND and elucidating disease mechanisms, with the ultimate goal of developing more effective treatments for MND. Proposals from both discovery and translational stages of research will be considered.

FightMND Early-Career Research Fellowship – Australian Based

This research fellowship will provide full-time training in discovery and/or translational research within the field of MND, that will be based in Australia. The initial two years should be undertaken at an Institution that is different to the Institution in the final two years.

FightMND Early-Career Research Fellowship – Overseas Based

This research fellowship will provide full-time training in discovery and/or translational research within the field of MND, both overseas and in Australia. The initial two years should be undertaken at an overseas Institution, followed by the final two years at an Australian research Institution.

Financial Structure of ECRFS - Salary, Allowances and Budget

ECRFs will provide support to Fellows for a period of four (4) years, up to a value of:

- **\$585,000 AUD** for an Australian based ECRF; and
- **\$630,000 AUD** for an Overseas based ECRF.

ECRF – Australian Based

- ECRF Salary - \$120,000 per year (inc. salary oncosts – e.g. superannuation, payroll tax, work cover);
- Direct Research Costs - \$50,000 per year in years 3 and 4 of the ECRF;
- National Relocation Costs – up to \$5000 (receipts to be provided to FightMND for approval and reimbursement).

ECRF – Overseas Based

- ECRF Salary - \$120,000 per year (inc. salary oncosts – e.g. superannuation, payroll tax, work cover);
- Living Expenses - \$20,000 per year in years 1 and 2, when the Fellow is based overseas.
- Direct Research Costs - \$50,000 per year in years 3 and 4 of the ECRF;
- International Relocation Costs – up to \$5,000 per Fellow, or up to \$10,000 for family relocation (receipts to be provided to FightMND for approval and reimbursement).



Eligibility Criteria

Applicants

Applications are invited from prospective Fellows for:

- Research based in Institutions entirely within Australia, where the initial two years should be undertaken at an Institution that is different to the Institution in the final two years. A proportion (4 months max.) of research activity outside of Australia may be permitted where justified (see below); or
- Research based in an overseas Institution and an Australian Institution, where the initial two years must be undertaken at an overseas Institution and the final two years at an Australian Institution.

Eligible candidates and projects for the ECRF must fulfill the following criteria:

- I. Applicants must be an ECR (within 5 years of their PhD being awarded at time applications are due) with an emerging and developing track record of research impact and output in MND research or related neuroscience research.
- II. Applicants are expected to demonstrate outstanding research ability and potential for independent thought.
- III. Proposals that target sporadic MND are strongly encouraged.
- IV. Within the scope of the fellowship, the research plan demonstrates a “bench-to-bedside” potential for outcomes obtained focused on understanding disease and/or disease control or cure.
- V. Where possible, the fellowship’s research activity demonstrates a collaborative approach where applicants will seek to conduct team-based research and collaborate with more senior colleagues to develop their research career in MND.

VI. For an Australian-based ECRF, research activity of successful fellowship applications **must primarily** be conducted in an Australian institution. A proportion of research activity (4 months max.) may be conducted at a research Institution overseas if justified (note costs of travel, accommodation, insurance etc for overseas research activity are not covered by the FightMND ECRF). At the time of submission, the applicant may be based overseas.

VII. Applicants/Laboratory Heads and their Institutions must commit to funding all on-costs and administrative overheads as a contribution to the fellowship and research activity. 100% of FightMND’s funding towards the salary component of the ECRF must be spent on the full-time salary and support of the Fellow (salary on-costs e.g. superannuation, payroll tax, work cover can be included).

VIII. Capital equipment, depreciation, or maintenance of equipment will not be funded by awarded FightMND Early-Career Research Fellowships.

IX. Any other actual or proposed sources of funding to support the Fellow and research activity relevant to the application must be disclosed.

The research activity outlined in, and directly associated with, the ECRF application can commence as soon as the fellowship is awarded and **must** commence within 3 months of the agreed start date (or the fellowship shall lapse).

Laboratory Heads and Administering Institution

While the prospective Fellow will be the primary applicant, the Heads of Laboratories in which they intend to work must be named as co-applicants, and provide guarantee that suitable space, facilities and equipment resources are available for the duration of the ECRF. The Laboratory Heads must be prepared to commit time to support and advise the prospective Fellow. Applicants must also nominate the Administering Institutions that will be responsible for the monitoring of the ECRF.

Letters of support from the Laboratory Heads and Administering Institutions must be submitted with the application.

For *Overseas Based* ECRFs, the Administering Institution will be the Australian Institution where the Fellow selects to be based over years 3 and 4 of the ECRF. The Institution where the Fellow is based over the first two years of the ECRF is the Overseas Supporting Host Institution.

For *Australian Based* ECRFs, applicants must select and provide details for:

- Two Administering Institutions, the first being the Institution that the Fellow will be based over years 1 and 2 of the fellowship, and the second the Institution the Fellow will be based over years 3 and 4 of the fellowship; or
- Each Institution, nominating one as the Administering Institution and the other as the Supporting Host Institution. The Fellow can be based at the Administering Institution during the first two years, or years 3 and 4, of the ECRF.

It is recommended (but not mandatory) that a co-applicant additional to Laboratory Heads is named as “sponsor”. This individual may work in the same or different laboratory or even a different Institute. They will be prepared to act as a mentor to the Fellow throughout the term of the ECRF. **A letter of support from this “sponsor” should be submitted with the application.**

Both the Laboratory Heads and Sponsor must have contracts of employment that extend beyond the proposed end date of the ECRF.

Collaborators

Where the viability of a research project depends on collaboration/involvement with investigators not named as applicants, the exact role of the collaborator(s) should be clearly stated and confirmation from each collaborator indicating their willingness to participate must be enclosed with the full application.

Privacy, Conflict of Interest

Privacy and Confidentiality

All information contained in applications forwarded to FightMND will be regarded as confidential. Documents containing personal information will be handled and protected in accordance with the provisions of the *Privacy and Data Protection Act 2014 (Vic)*. Personal information will only be disclosed with the permission of the individual to whom it relates, or where the Act allows.

Applicants consent to the information supplied as part of their ECRF application being disclosed for the purposes of its evaluation and administration. Such disclosure includes but is not limited to independent reviewers/assessors, the FightMND Grant Review Panel (GRP), the FightMND Board, and relevant employees of FightMND involved in the administration and review process for the ECRF application.

Applicants acknowledge that announcement of the awarded ECRF will involve a dissemination of information to the public about the general nature of the ECRF and its research.

Conflict of Interest – Reviewers and GRP

FightMND requires its independent reviewers and the GRP to act in an ethical manner, declare conflicts of interest, and withdraw from considering applications where such conflict does or may exist.

Acknowledgement of Support

Successful applicants are required to acknowledge FightMND in any publications, public announcements, media, and scientific meeting presentations or discussion forums pertaining to research conducted. FightMND materials, logos, and images can be supplied for this purpose, if required.

Application Procedure

ECRF proposals are submitted to FightMND and are independently peer-reviewed prior to consideration by the FightMND GRP. As part of the review process, applicants may also be required to complete a presentation to a review panel, including people with lived experience of MND. Funding recommendations are then considered by the FightMND Board.

Key factors in the determination of awarding an ECRF will include the:

- i) Research track record of the applicant;
- ii) Quality and strength of the research project/ plan; and
- iii) Alignment of the project and applicant towards the core aims and mission of FightMND.

Notification of Intent to Submit ECRF Application

Please notify FightMND of your intention to submit an ECRF application by providing the following details by 01 March 2022 at 18:00 AEDT.

- Name of applicant
- Category of fellowship (Overseas or Australian based)
- Proposed Title of fellowship;
- Proposed Laboratory Heads and Sponsor;
- Proposed locations of host research laboratories;
- Proposed other collaborators;
- Key words

These ECRF details should be submitted to FightMND, by email to Dr Davor Stanic at researchgrants@fightmnd.org.au.

Proposals

Proposals should include the following:

Cover Sheet

(see page 14).

Cover sheets should include the following details:

- Applicant, Laboratory Heads, and Sponsor.
- Title of fellowship.
- Category of fellowship (Overseas or Australian based).
- Name of the Administering Institution.
- Name of the Research Institutions where the fellowship and research will be undertaken.
- Other collaborators (not listed as Investigators).
- **A 50 word lay summary** of the ECRF and research suitable for media release if the application is successful.
- **A 250 word lay summary** of the ECRF and research suitable for publication on the FightMND website and newsletter if the application is successful.
 - Provide background information necessary for readers without scientific or medical training to understand the rationale and feasibility of the proposed research. It should also clearly describe the scientific objective the research is designed to achieve.
- Statement on the potential **IMPACT** of the fellowship and research (200 word max).

Background and Project Plan

(max. 4 pages).

Include:

- Research Aims and Hypotheses;
- Background/Supporting Data;
- Research plan; and
- Description of the potential impact of the research.

Timeline

(max. 1 page).

- Include a detailed timeline for the research during the fellowship period, in Gantt chart format, that encompasses the delivery of research aims, proposed experiments and outcomes.

References

(max. 2 pages).

Curriculum Vitae

(max. 2 pages).

- Provide a CV of max. 2 pages for the ECRF applicant, including details of community engagement.

Career Disruption

- Provide details of career disruption, where relevant (max. 100 words per disruption).

PhD Completion

- Provide evidence of the date that PhD was accepted.

Letters of Support

Administering Institutions

Provide a letter of support from each Administering Institution confirming that appropriate infrastructure, equipment, and consumables will be available and provided for the proposed project to completion.

Supporting Host Institutions

Provide a letter of support from the Supporting Host Institution confirming that appropriate infrastructure, equipment, and consumables will be available and provided for the proposed project to completion.

Laboratory Heads

Provide a letter of support from each Laboratory Head, outlining their willingness to mentor the Fellow, the suitability and potential impact that the Fellow will have on their laboratory and MND, and detailing how their support will benefit the Fellow's career aspirations in MND research.

Referees

- Provide names and contact details of two academic referees. A letter of support from each is required. At least one of the referees should be independent.

Collaborators not Named as Investigators

- Where the viability of the ECRF depends on collaboration/involvement with researchers or investigators not named as Investigators on the application, the exact role of the collaborator(s) should be clearly stated within the Background and Project Plan section of the application, and a confirmation letter (email) from each collaborator indicating their willingness to participate must be attached to the full application.

Budget

(max. 1 page).

Provide an itemised budget with justification and breakdown of annual expenditure, for the \$50,000 AUD allocated towards direct research costs per year in years 3 and 4 of the ECRF.

Budget items **can** include:

- Direct research costs (reagents, consumables, etc);
- Travel for attendance and participation at academic conferences (max. \$5,000 during years 3 and 4);
- Costs that enable open access for publications relevant to the ECRF (but no other publication costs).

Budget items **cannot** include:

- Equipment;
- Indirect, overhead or oncosts of the Administering/Host Institutions.

Confirmation of Budget Prior to Commencing Year 3

No less than ninety (90) days prior to commencing year 3 of the ECRF, the Fellow must confirm the itemised budget for years 3 and 4 with FightMND. Updates to the itemised budget provided with the application will be allowed where justified for the research to be carried out during years 3 and 4 of the ECRF. An updated breakdown of annual expenditure will be required if the original budget requires modification.

Declaration of Research Funding from Other Sources

Details of research funding obtained from other sources (actual or proposed) that relate to the ECRF's Hypothesis, Aims and Research Plan must be declared.

Include:

- Investigator, and Title of other Application;
- Funding Source/Organisation and Application ID;
- Role of Investigator on other Application; and
- Total amount requested.

How to Submit

The application deadlines are described in this guideline.

- All applicants are asked to submit their applications electronically (file size not to exceed 5MB) as a PDF (minimum size 12 font – calibri preferred, minimum 1 cm page margins).
- Applications are to be submitted as a single PDF document and forwarded to Dr Davor Stanic at FightMND, by email to researchgrants@fightmnd.org.au.



2022 FightMND Early-Career Research Fellowship Cover Sheet

1. ECRF Project Title	
2. Title, name and qualifications of applicant	
3. Email address of applicant	
4. Mobile phone no. of applicant	
5. Name, Department and Institution of Laboratory Head (Years 1 and 2)	
6. Name, Department and Institution of Laboratory Head (Years 3 and 4)	
7. Name, Department and Institution of Sponsor	
8. Category of ECRF	Australian based <input type="checkbox"/> Overseas based <input type="checkbox"/>
9. Administering Organisation / Institution for the ECRF	
10. Name of ECRF Administrator for (9)	
11. Contact details for (10)	
12. Second Administering Organisation / Institution for the ECRF (Years 3 and 4, if applicable)	
13. Name of ECRF Administrator for (12), if applicable	
14. Contact details for (13), if applicable	
15. Supporting Host Institution for ECRF	
16. Details of other collaborators - Name, Institution and role of collaborator (add rows if more than one collaborator)	
17. Date applicants PhD accepted	
18. Key Words (4 minimum)	
19. A 50 word max. lay summary of the ECRF research suitable for media release if the application is successful.	
20. Summary/Lay description of ECRF research (250 words max. - use separate page if required). Describe in terms and language applicable to the general public, the overall aims and expected outcomes of this ECRF.	
21. Statement on the potential impact of the ECRF and proposed research (200 words max. - use separate page if required).	

Reporting

Funding recipients will be required to submit reports on a regular basis. The reporting schedule is outlined in the following table.

REPORT	REPORTING FREQUENCY	DUE
Progress against pre-determined milestones and/or targets *	6-monthly	Every 6 months from receipt of funds
Financial Reports (to be included in progress report) *	Annually	Every 12 months from the receipt of funds
Final Report	Once Only	At project completion, or within 12 weeks after project completion.
Ad hoc reports *	As requested by FightMND	On request with a negotiable time frame not greater than six weeks
FightMND Research Symposium Presentation	Biennially	During FightMND Research Symposium

* These reports will be used to assess whether the ECRF is proceeding satisfactorily, whether funds are being acquitted in accordance with the original application goals, and to ascertain the ongoing value of FightMND funding.

Funding may be suspended if progress is considered unsatisfactory, or if funds have not been utilised in accordance with the ECRF Agreement.

Terms and Conditions

FightMND Early-Career Research Fellowship

Terms and Conditions

All communication concerning ECRF applications and administration should be addressed to Dr Davor Stanic at FightMND, by email to researchgrants@fightmnd.org.au.

1. Funding Arrangements

1.1. FightMND Fellowships are time-limited and applicants should ensure that proper consideration is given to this in the proposal. When the fellowship is approved in principle, the initial sum awarded by FightMND will be for the first six (6) months only. Approval of funding for subsequent invoices at six (6) monthly intervals will be subject to availability of funds and the receipt, from the awarded Fellow and/or Administering Institution, of satisfactory project progress and financial reports. Members of the FightMND team and Board will review progress reports to decide outcomes.

1.2. If the applicant under-spends in any year, FightMND can, at its discretion, give approval for the balance to be carried into the following year. Expenditure beyond the end date will only be permitted if authorised by FightMND in advance. Requests must be made by contacting FightMND at least eight weeks prior to the original completion date, by email to Dr Davor Stanic at researchgrants@fightmnd.org.au.

1.3. The value of a ECRF is up to \$585,000 AUD for an Australian based ECRF and \$630,000 AUD for an Overseas based ECRF. Funds are for the full-time salary support of the Fellow of \$120,000 AUD per annum for 4 years (inc. salary oncosts – e.g. superannuation, payroll tax, work cover). Research costs for the first two years must be covered through other funding sources. For the final two years of the ECRF \$50,000 AUD per annum is awarded for direct research costs, which may include reagents and consumables (etc), travel for attendance and participation at academic conferences (max. \$5,000 AUD per ECRF), and costs that enable open access for publications relevant to the ECRF (but no other publication costs). Budget items cannot include equipment or indirect, overhead or oncosts of the institution. It is assumed and mandatory that the usual equipment, facilities, consumables and materials are available at the research institute/organisation where research activity is to be undertaken. For an Australian based ECRF, up to \$5,000 AUD has been allocated towards National Relocation Costs for the Fellow (receipts must be provided to FightMND for approval and reimbursement, by email to Dr Davor Stanic at researchgrants@fightmnd.org.au). For an Overseas based ECRF, Living Expenses of \$20,000 AUD per year has been allocated in years 1 and 2, when the Fellow is based overseas, and International Relocation Costs of up to \$5,000 AUD per Fellow (or up to \$10,000 AUD for family relocation) have been allocated (receipts must be provided to FightMND for approval and reimbursement, by email to Dr Davor Stanic at researchgrants@fightmnd.org.au).

1.4. FightMND will not meet indirect or overhead costs or on-costs of the Administering Institution, such as: general travel, finance services, staff facilities, staff development, public relations, institutional libraries, routine secretarial work, personnel services, stationery or contributions to general departmental costs, and publication costs (except for those necessary to enable open access for publications).

1.5. Conference attendance: FightMND will allow up to \$5,000 per annum towards the cost of relevant conference attendance by the Fellow to be drawn from the total sum awarded (i.e. from salary allocation during Years 1 and 2 of the ECRF, and from salary or direct research cost allocation during Years 3 and 4 of the ECRF). Note max. \$5,000 AUD may be drawn from direct research costs per ECRF for conference attendance. This may be used during the life of the ECRF towards the costs of registration fees and travel, but not to cover separate hotel accommodation or other subsistence costs. Invoices, receipts or other evidence of spending must be provided. The Fellow is encouraged to present their work. The Fellow is expected to attend at least one relevant meeting per year.

1.6. Payment of instalments is conditional on receipt and approval of satisfactory progress and financial reports (see Terms and Conditions 1.1 and 15.1).

1.7. Funding from other sources: financial support for clearly defined aspects of a research project from separate funding sources is permitted by FightMND. Such supplementary funding must be disclosed at the time the ECRF application is submitted or at the time such funding is received.

2. Equipment

2.1. FightMND will not fund any equipment purchased as part of an ECRF.

3. Ethical Considerations

3.1. It is the responsibility of the applicant to have ethical committee approval for all or part of the planned research. Where possible, this should be in place at the time of applying for the ECRF.

3.2. Approvals must be received, and copies provided to FightMND upon request, prior to the ECRF commencing.

4. Personal Direction of the ECRF Research Activity

4.1. It is expected that the Fellow and named Laboratory Heads will be actively engaged in directing the ECRF research activity. Continued use of FightMND funds during a prolonged absence of either the Fellow and relevant Laboratory Heads requires written agreement to continue the research under the direction of another qualified Investigator, ideally obtained prior

to the absence. The Fellow, Head of Department, or an approved representative of the Administering Institution must apply to and notify FightMND by email to Dr Davor Stanic at researchgrants@fightmnd.org.au, with an explanation of the situation, providing details of the arrangements for conducting the research during their absence (see Terms and Conditions 11.2).

5. Recruitment and Employment of Staff

5.1. FightMND does not act as employer and, therefore, in all cases where financial support is provided for the employment of staff, the Administering Institution undertakes to issue a contract of employment in accordance with any other relevant Act relating to the conditions of employment.

5.2. FightMND will not be responsible for claims under statute or at common law, nor will they indemnify the Administering Institution against a claim for compensation or against any claims for which the Institution may be liable as an employer or otherwise.

6. Staff Management Responsibility

The Administering Institution must accept full responsibility for:

6.1. The management, monitoring and control for all staff (permanent, temporary and students) employed or involved in any research funded by a FightMND fellowship;

6.2. The management, monitoring and control of all research work funded as a result of a FightMND fellowship.

7. Termination of Employment

7.1. If the tenure of the appointment of staff recruited to work on the FightMND-supported research continues beyond the defined period of the ECRF, the Administering Institution will be solely responsible for all costs beyond the period of the ECRF. FightMND accepts no liability for contracts and costs extending beyond the defined ECRF period.

8. Employment Term Contracts

8.1. Where members of staff have been under contract to the Administering Institution prior to the activation of the FightMND ECRF, FightMND will not reimburse costs attributed to any prior commitment. This includes any redundancy payments due for service prior to the fellowship period.

8.2. The contract of employment offered must not extend beyond the termination of the ECRF (unless the Administering Institution wishes to extend the contract at its own expense).

9. Parental and Other Long-Term Leave

9.1. The Administering Institution will meet the cost of any long-term leave, other than holiday, and will ensure that all annual leave entitlement is taken within the ECRF period. Long-term leave may include parental or long-term sick leave.

9.2. Parental leave is the responsibility of the Administering Institution employing staff undertaking a FightMND-funded project. Leave will be provided according to the Administering Institution's local terms and conditions of employment. The costs of such leave are the responsibility of the Administering Institution and are not provided for by FightMND.

9.3. If a FightMND-funded employee is due to take any planned long-term leave, the ECRF holder should inform FightMND of the dates in advance. This will enable discussion to decide whether the ECRF should be suspended for the period of absence until full-time employment can be resumed (see Terms and Conditions 4 and 11.2). If unplanned long-term leave occurs, the ECRF holder, Head of Department or an approved representative of the Administering Institution should contact FightMND by email to researchgrants@fightmnd.org.au as soon as possible to discuss the situation.

10. Activation of an Early-Career Research Fellowship

10.1. ECRFs are activated on receipt of a signed Grant Agreement and receipt of the first invoice. If, for any reason, the start date of the ECRF is delayed after the Grant Agreement has been returned, FightMND must be informed at once, a Grant Agreement Deed of Variation form completed, and a new start date agreed (see Terms and Conditions 11.2). If necessary, a revised Grant Agreement will need to be completed and returned.

10.2. If the ECRF does not start within three (3) months of the original agreed start date, FightMND may withdraw the ECRF offer. The applicant and/or Administering Institution will have to reapply for funding in a future fellowship or grant round, in competition with other applicants at the time.

10.3. Ethical Approval: It is the responsibility of the Fellow to have ethical approval for the proposed research (where required) and this should ideally be in place at the time of applying for funding.

11. Change of Terms of an Awarded ECRF

11.1. Reallocation of funds from one expense heading of the approved budget to another, as detailed in the Grant Agreement and budget submitted to FightMND no less than 90 days prior to commencement of year 3 of the ECRF, requires written permission from FightMND.

11.2. Fellows will be required to submit a letter to FightMND detailing any and all proposed changes to the ECRF, and complete a *Grant Agreement Deed of Variation*. Letters/*Deeds of Variation* must be submitted at least eight weeks prior to the changes taking place, and submitted for approval to FightMND by email to Dr Davor Stanic at researchgrants@fightmnd.org.au. FightMND must be kept informed at all times of any changes to the original fellowship funded and the Grant Agreement.

11.3. Any request for major changes in the terms of the ECRF, e.g. for additional staff or budget items, must be made in the form of a new and separate funding application, which will be considered in competition with all other new applications.

12. Changes to Conditions of an Awarded ECRF

12.1. FightMND reserves the right to change the Terms and Conditions of an awarded fellowship at any time. If this occurs during the lifetime of an ECRF, the revised Terms and Conditions may be applied in place of those issued at the commencement of the ECRF.

12.2. Successful applicants will be given at least 8 weeks' notice of any change to conditions of the ECRF.

13. Early Termination of an Awarded ECRF

13.1. FightMND reserves the right to terminate an awarded ECRF at any time. Circumstances which might lead to termination include:

- Any breach in the Terms and Conditions under which the ECRF was awarded;
- If the ECRF has not started within three months of the agreed start date;
- Research is diverging markedly from the original approved ECRF application. Fellowship holders, the Laboratory Head or an approved representative of the Administering Institution must inform FightMND immediately when they are aware of a change of direction (see Terms and Conditions 11.2). There may, however, be circumstances in which the change is acceptable on scientific grounds;
- Failure to submit adequate progress reports, or serious and unresolvable problems identified by a site visit; and/or
- Work has stopped on the ECRF, or the Fellow has ceased to be actively involved in research relevant to the awarded ECRF. FightMND must be informed immediately if the situation arises (see Terms and Conditions 11.2).

FightMND will endeavour to give 60 days prior notice before termination of an ECRF.

13.2. If an ECRF is terminated, FightMND will meet costs properly and necessarily incurred under the Grant Agreement up to the termination date. However, payments will not, in aggregate, exceed the amount of the ECRF remaining to be paid at the time of its termination.

13.3. In the event of work being discontinued by the Administering Institution, written notification must be sent to FightMND, together with a report on the work carried out to date, setting out reasons for the termination.

14. Extension to an Awarded ECRF

14.1. It is the responsibility of the Fellow to apply for further support before the end of the ECRF period, if this is required.

15. Reports

15.1. The Fellow is required to submit the following reports, countersigned by the Laboratory Head:

- **Annual progress reports:** due every 12 months from the ECRF start date, as stated on the executed Grant Agreement (see Terms and Conditions 1.1). A short summary in language intelligible to the lay reader should also be submitted for possible use in FightMND publications and on the FightMND website;
- **Interim report:** brief six-monthly reports of no more than three pages on research progress;
- **Final report:** required within twelve weeks after completion of the ECRF. A detailed final report covering all ECRF-related research and the Fellow's Career development will be substituted for the annual report. In addition, a summary should also be provided in language intelligible to the lay reader. Fellows must avoid the use of jargon and technical language and should pitch the summary at the level of a science feature in a broadsheet newspaper. The summary may be used in FightMND publications; and
- **FightMND Research Symposium:** the Fellow is required to present progress of the ECRF research activity annually, and at the FightMND Research Symposium.

15.2. Instalments for the ECRF will be paid only after receipt of progress reports and their approval by FightMND. Payment may be delayed if reports are not submitted on time and/or if clarification is required.

15.3. Feedback to people living with MND and/or Carers. All Fellows are encouraged to provide regular information on their research to be circulated by FightMND for patients and carers. Where volunteers are involved in research, Fellows are required to provide regular feedback to the participants and FightMND, in addition to annual reports and publications.

16. Site Visits and Progress Meetings

16.1. FightMND reserves the right to visit the Fellow's laboratory during the period of the ECRF to discuss research and career development progress, and welcomes invitations to do so.

16.2. The Fellow may be asked to attend six-monthly progress meetings to discuss progress with FightMND representatives and donors. These may be arranged in conjunction with site visits.

16.3. The Fellow may be asked to take part in FightMND communication projects such as video content to help facilitate feedback to FightMND's donors on outcomes related to the ECRF.

17. Publications, Presentations, Acknowledgments and Publicity

17.1. Fellows are expected to seek publication of findings in refereed journals during and as soon as possible after conclusion of the ECRF (subject to Term and Condition 18). FightMND and the Fellow and/or Administering Institution jointly undertake to notify each other before published reference is made to the findings of the ECRF-relevant research, and to discuss the form of publication wherever possible.

17.2. Fellows and/or the Administering Institution must inform FightMND immediately when results from FightMND-funded research are accepted for publication or presentation. The Fellow and/or Administering Institution must provide FightMND with reprints, photocopies or electronic copies of the final version of any such publications.

17.3. **Open Access Policy:** FightMND Fellows are mandated to make their peer-reviewed papers, directly arising from the ECRF, available through open access. These research papers should be available within the PubMed Central repository as soon as possible, but definitely within six months of publication. Costs to enable open access for publications can be included in the project budget during final two years of the ECRF.

17.4. Posters – costs and accessibility:

If FightMND-funded research is accepted for presentation as a poster, the costs of poster production may be claimed as part of the consumables budget (to a maximum of \$250 per ECRF). The poster must acknowledge FightMND as a source of funding and should include FightMND's logo. FightMND should be provided with an electronic copy of the poster for use on our website and social media.

17.5. To ensure the long-term sustainability of income for research and to reflect and maintain our reputation for funding research of the highest scientific excellence and of greatest relevance to MND, all opportunities to promote FightMND must be pursued. The Fellow and Administering Institution are obliged to co-operate with FightMND over any publicity or fundraising activity arising from research funded by FightMND. Where it is the main funder of the research, FightMND reserves the right to lead on publicity.

17.6. Fellows and/or the Administering Institution must notify the FightMND research team by email to Dr Bec Sheean at research@fightmnd.org.au and Dr Davor Stanic at researchgrants@fightmnd.org.au, and the Marketing and Communications Director Anthea Hargreaves at anthea@fightmnd.org.au, at least five working days in advance of any publicity arising from research wholly or co-funded by a FightMND ECRF. FightMND must be given at least 24 hours' notice of any media release in connection with the funded ECRF. Any press release or other material including reference to FightMND-funded research must be approved by our team before it is released to the media.

17.7. In any oral or written report or poster presentation relating to FightMND-funded research, the Fellow, presenter and/or author must acknowledge FightMND's support and display the FightMND logo where practical. All references to FightMND-funded work placed on websites, electronic bulletin boards and similar platforms must state clearly that the work is funded by "FightMND" and ideally a link should be included to the FightMND website: www.fightmnd.org.au.

17.8. Fellows must ensure that FightMND's support is acknowledged in all publications, presentations and similar communications. It is essential for Fellows to acknowledge that their research has been supported wholly or in part by FightMND, either in the text or in a footnote. The ECRF reference/ID must also be provided.

17.9. When speaking publicly and to representatives of the media about FightMND-funded research, Fellows and researchers should ensure they make it clear to the media and others that they should be presented as a “FightMND-funded scientist”. Fellows and researchers should consult with FightMND’s Research Director, Dr Bec Sheean, at research@fightmnd.org.au and Marketing and Communications Director Anthea Hargreaves at anthea@fightmnd.org.au, before speaking to the media.

17.10. There is a subtle but important difference between speaking as a “FightMND-funded scientist” and acting as a spokesperson for FightMND. Representatives of the media may not always be aware of this difference. Fellows and Researchers who speak to the media must ensure that their personal views are not misrepresented as being attributable to FightMND.

18. Patents, Copyright and Other Intellectual Property

18.1. If ideas, processes or products of potential commercial value are generated as a result of the ECRF and its research activity, the Fellow and/or Administering Institution must obtain the written consent of FightMND before taking any steps to exploit the results commercially. The Fellow and Administering Institution accept that FightMND may require a share of financial gain in return for its consent. This restriction shall continue to bind the parties notwithstanding any termination of the ECRF. For further detail, please see Appendix 1 - Intellectual Property rights and Commercial Activities.

19. FightMND Meetings and Events

19.1. Fellows are asked to make themselves or other appropriate research team members available to report on the ECRF and its research outcomes at FightMND meetings, fundraising events and occasionally at other times by invitation.

19.2. There may be occasions where the Fellow or other appropriate research team members will be asked to present their work relating to the ECRF at scientific and/or health care professionals’ meetings.

19.3. When speaking and presenting at FightMND events, Fellows or other appropriate research team members are expected to make it clear in the presentation their funding connection with FightMND.

20. FightMND Case Studies

20.1. Fellows are asked to make themselves available as case studies reflecting the work of FightMND for its wide-ranging communications and fundraising activities.

21. Scientific Integrity

21.1. In the rare event of scientific fraud occurring, FightMND wishes to make it clear that it is the responsibility of the employing authority to investigate any suspected case of fraudulent activity. FightMND agrees to provide funding providing the employing authority can produce evidence of a procedure for dealing with scientific fraud. If fraud should be proven the ECRF must be repaid in full to FightMND forthwith.

22. Indemnity

22.1. FightMND does not provide cover for negligent or non-negligent harm for participants in FightMND-funded studies. The Administering Institution should ensure that local arrangements are in place should claims arise.

Appendix 1

Intellectual Property Rights and Commercial Activities

As a charity, FightMND is obliged to ensure that the outcomes of its funded research are applied for the public benefit. In some circumstances, this obligation may be best achieved through the protection of Intellectual Property resulting from the research and the facilitation of commercial exploitation of this Intellectual Property.

The term 'Intellectual Property' (IP) describes any work or invention that results from original creative thought.

IP falls into different categories:

- Copyright: protects written, dramatic and artistic work, software, films, sound recordings and broadcasts.
- Patents: protects technical inventions, novel products or processes.
- Trademarks: distinguish the goods and services of one organisation from another.
- Design rights: protects the visual appearance of products.

Some of these protections need to be registered (trademarks, patents) and some do not (copyright, design rights). If the IP is not protected, another individual or organisation may copy the design or commercialise and sell the invention without consent or payment.

Therefore, for Fellowships and Grants where FightMND funding may lead to the generation of Intellectual Property, the following additional conditions shall apply:

1.1. Any Intellectual Property developed during the course of conducting research supported by FightMND Fellowships or Grants under this agreement (Project IP) shall be owned by the Administering Institution.

1.2. The Administering Institution must comply with the National Principles of Intellectual Property Management for Publicly Funded Research by having in place strategies, policies, and procedures for the identification, protection, management, and exploitation of Intellectual Property, including that resulting from funding by charities such as FightMND.

<http://www.arc.gov.au/national-principles-intellectual-property-management-publicly-funded-research>

1.3. The Administering Institution should ensure that all persons in receipt of funding from FightMND, or working on funded activity (including employees, students, visiting staff and sub-contractors), are employed or retained on terms that vest in the institution all Intellectual Property arising from funding by FightMND.

1.4. The Administering Institution, Fellows, Grant holders, Laboratory Heads, co-Investigators and Sponsors should inform FightMND of any pre-existing arrangements of which they are aware, and which could lead to a breach of FightMND-funded standard conditions. The Institution should take reasonable endeavours to ensure that no consultancies, third party restrictions or arrangements which might impact on a FightMND-funded grant or fellowship are entered into in relation to any FightMND-funded person or activity without prior agreement of FightMND. FightMND-funded investigators, or individuals involved in a FightMND-funded project, should not use materials or compounds (other than those obtained commercially), on terms which would place restrictions on the publication of the results. Institutions should take reasonable endeavours to ensure that "reach-through claims" have not been granted on any FightMND-funded IP in favour of commercial organisations providing materials or compounds to FightMND-funded individuals

for research purposes. However, FightMND recognises that companies providing materials may often require exclusive rights to any Intellectual Property arising from use of that material, and that this requirement is often non-negotiable. Where Intellectual Property arises from research linked indirectly to the use of material provided under such agreement, the provider should be offered a time-limited opportunity to take out a revenue generating licence.

1.5. The Administering Institution and ECRF holders are bound to notify FightMND promptly in writing when new Project IP arises from the ECRF and its research activity, and take reasonable steps to ensure that such IP is protected and not published or otherwise disclosed publicly prior to protection (whilst at the same time ensuring that potential delays in publication are minimised).

1.6. The Administering Institution should seek FightMND's consent to commercially exploit the results of any research FightMND has funded. Consent will not be unreasonably withheld, and FightMND will only refuse an Administering Institution's request where it considers that the proposed commercial exploitation would run counter to its interests and charitable objectives. In the event that FightMND does not provide a response to the Administering Institution's request within thirty (30) business days, the Institution or its technology transfer subsidiary will automatically have the right to proceed with such commercial exploitation. The Administering Institution is not required to seek FightMND's consent in assigning Intellectual Property to its technology transfer company.

1.7. Within thirty (30) business days of receiving the notification from the Administering Institution, and prior to the Administering Institution applying for registration of any Project IP, FightMND will advise the Administering Institution in writing which one of the following financial arrangements will apply in relation to commercialisation of the Project IP:

I. All of the costs associated with commercialising of the Project IP (including patent and legal costs) will be paid by the Administering Institution. Out of any net proceeds received by the Administering Institution from commercialising the Project IP (after all of the Administering Institution's costs associated with commercialising the Project IP have first been deducted), the Administering Institution will pay 10% of all net commercialisation proceeds to FightMND until such time as FightMND has received an amount equal to the amount of the ECRF funding provided under this agreement multiplied by five (5).

II. Ten per cent (10%) of the costs associated with commercialising the Project IP (including patent and legal costs) will be paid by FightMND as and when the costs fall due, and the remaining 90% of the commercialisation costs will be paid by the Administering Institution. Out of any net proceeds received by the Administering Institution from commercialising the Project IP (after all the Administering Institution's costs associated with commercialising the Project IP have first been deducted and FightMND's costs have been reimbursed), the Administering Institution will pay 10% of all net commercialisation proceeds to FightMND in perpetuity.

III. FightMND will not seek any payment from the net commercialisation proceeds arising from commercialisation of the Project IP.

1.8. If the Administering Institution does not wish to protect, manage or exploit the IP, or fails to comply with the agreed strategy, FightMND may direct the Administering Institution to take steps to protect the IP at the Administering Institution's expense or to transfer the IP to FightMND.

1.9. If the Administering Institution wishes to use any third party (other than its recognised technology transfer company) to carry out its obligations with respect to IP, it must provide details to, and obtain prior written approval from FightMND.