



Australia Awards

Australia Awards - PNG

Alumni Grants Scheme
Guidelines



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Acronyms & Abbreviations

| | |
|--------|--|
| AGS | Alumni Grants Scheme |
| AAPNG | Australia Awards – Papua New Guinea |
| AHC | Australian High Commission |
| DFAT | Department of Foreign Affairs and Trade |
| DNPM | Department of National Planning and Monitoring |
| GA | Grant Agreement |
| GEDSI | Gender Equality, Disability and Social Inclusion |
| PNGAAA | Papua New Guinea Australia Alumni Association |
| STEM | Science, Technology, Engineering and Mathematics |

Introduction

The Alumni Grant Scheme (AGS) is an initiative of Australia Awards in Papua New Guinea (AAPNG) to support alumni to contribute to Papua New Guinea's economic and social development and build strong and positive relationships with Australia.

Australia Awards alumni across PNG will have an opportunity to access the AGS to conduct activities that support the following sectors and thematic areas:¹

- Health
- Education
- Law and Justice
- Governance and Public Policy
- Transport and Infrastructure
- Science, Technology, Engineering and Mathematics (STEM)
- Gender equality, women's empowerment, women's leadership and gender based violence
- Disability inclusion and Poverty Alleviation
- Small and Medium Enterprise development, including in agriculture, fisheries and tourism

Up to 80% of funding for the AGS will support grants in these areas. Up to 20% of funding will support grants in other sectors or that foster linkages between Papua New Guineans and Australians that will be specifically considered for funding.

The Australian Government is strongly committed to meet its target of requiring that at least 80 % of aid investments, regardless of their objectives, will effectively address gender issues in their implementation. In line with this target, all AGS activities should address gender issues.

As part of the Australian Aid Program, AAPNG operates on the Development for All principle that people with disability and the rural disadvantaged, should benefit equally from AGS investments.

The AGS is administered in a manner where considerations of gender, disability and social inclusion are fully integrated in AGS funded activities. Further instructions on how AGS applications can consider GEDSI issues are provided below.

The AGS is administered by AAPNG in accordance with guidelines approved by the Australian High Commission (AHC), Port Moresby. These Guidelines may be subject to adjustment from time to time depending on funding allocations and program priorities as agreed by the AHC.

¹ As identified as priorities in the current *Papua New Guinea-Australia Aid Partnership Arrangement 2016-17*, Vision 2050, PNG's Development Strategic Plan (DSP 2010-2030) and other strategic documents.

Objectives

The AGS aims to assist alumni, in conjunction with their employers or community organisations, to contribute to sustainable development impacts in Papua New Guinea.

It also aims to support the PNG Australia Alumni Association (PNGAAA) with its mission which is to:

Contribute to the growth and development of Papua New Guinea and to foster productive relationships between Australia and PNG.

These aims will be achieved by grants which support activities contributing to one or more of the AAPNG Program Objectives:

Objective 1

Inclusive^[1] cohorts of formal award^[2] alumni apply their new knowledge and skills, including leadership skills, to make positive development contributions in Papua New Guinea, in line with agreed *Papua New Guinea-Australia Aid Partnership Arrangement* priorities.

Objective 2

Inclusive cohorts of formal award recipients establish, facilitate or maintain positive links between Australia and Papua New Guinea at people-to-people and institutional levels, in line with agreed *Papua New Guinea-Australia Aid Partnership Arrangement* priorities.

Objective 3

Selected government, private, civil society or tertiary education partners use the knowledge and skills of inclusive formal award alumni or otherwise contribute to the other Program objectives.

Objective 4

Inclusive Program activities and their participants generate or facilitate positive public diplomacy results for the Australian and Papua New Guinean Government.

Objective 5

Inclusive networks of formal award alumni and Papua New Guinean alumni of other Australia education opportunities, including PNGAAA, actively contribute to the other Program objectives.

^[1] *inclusive* has the meaning established by previous DFAT programs in Papua New Guinea that have progressed Gender Equality, Disability and Social Inclusion (GEDSI) policies.

^[2] A *Formal Award* is one recognised under the global Australia Awards Program.

Applicant Eligibility

Financial members of PNGAAA who hold either regular or associate membership may apply for an alumni grant on behalf of their employing or community organisation, which must also be registered with the Investment Promotion Authority.

Conditions of Participation

All applicants must meet the following conditions to be considered for a grant:

- Alumni and their organisations must meet applicant eligibility requirements.
- Alumni and their organisations must be willing to sign and adhere to the terms and conditions as outlined in the Grant Agreement.
- Alumni and their organisations with a current grant cannot apply for another grant that covers any part of the same period covered in the current grant (i.e., grants cannot be for overlapping periods).
- Alumni and their organisations that have not fulfilled the requirements of previous grant agreements are not eligible to submit new grant proposals.

Eligible Activities

Activity Eligibility

The following types of activities are eligible for funding:

Development activities

These are activities that contribute to the development of a particular aspect of an organisation or community, e.g., community engagement, professional networking engagement, funding for workshop/training delivery, joint research with Australia, and supporting professional associations and peak bodies.

Knowledge sharing activities

These are activities which facilitate the sharing of knowledge and skills, e.g., delivery of training, seminar, workshop, white paper development, paper presentation at conferences, and journal article publications.

Capacity building activities

These are activities which build the capacity of alumni to be able to make contributions to the development of Papua New Guinea, e.g., participation in high quality training, research, and professional visits to exchange expertise, skills and knowledge.

Functional Eligibility

Activities must be able to clearly demonstrate:

- 'Effects' (not just outputs) that contribute to AAPNG Program Objectives (see page 2 above); and
- How these effects can and will be measured.

Ineligible Activities

Below are the major types of activities ineligible for funding:

- Any form of partisan political activity
- Subsidies for formal studies in-country or in Australia or Graduation Ceremonies
- Religious activities
- Activities for which applicants already receive funding from the Australian Government.
- Plant or Equipment

Grant Duration

The maximum duration for implementing a grant is 12 months.

Grant implementation should commence within 3 months of funding approval. In case of a delay in implementation, the grantee should notify AAPNG of the reasons and propose a new start date not exceeding 6 months from grant approval date and new implementation timelines.

Failure to commence within the stipulated date may result in withdrawal of the grant.

Evaluation Criteria

Applications will be assessed on the following evaluation criteria describe below:

Strategic Purpose

- Applications must address at least one of the thematic areas of the priority sectors or thematic areas of the Alumni Grants Scheme (page 1).
- Applications must demonstrate how the activity will contribute to one or more of the AAPNG Program Objectives (page 2).

Methodology

- Activities are realistic (clear and feasible) and supported by a well-defined work plan and timeline for execution.

- Activities are innovative, sustainable, resource effective and with measurable and tangible expected impact.

Ownership

- Activities are linked to the knowledge and skills gained through the alumni's study undertaken in Australia and professional work experiences.
- Ownership of the activity by the organisations is demonstrated by their commitment to the grant activity and outputs.

Complementarity

- Activities are complimentary with other initiatives and enhance other investments.
- Activities are not duplicating other funded activities or internal initiatives.

Financial Investment

- Activities include budget clarity, completeness and accuracy.
- Activities represent value-for-money in terms of price, risk, return and cost-efficient options.

Gender Equality, Disability and Social Inclusion

- Consideration of GEDSI issues will vary depending on the type of activity proposed, however all grants must demonstrate consideration of how the grant will contribute to empowering women and girls, promoting gender equality, disability and social inclusion.
- Appropriate consideration of how the grant is likely to differently affect women and men.
- Appropriate consideration of how women and men, people with disabilities and rural disadvantaged, can benefit equally from the grant.
- Ensures that barriers to women's, people with disabilities and rural disadvantaged peoples' participation are identified and addressed.
- All activities will apply principles of do no harm, ensuring that they do not exacerbate existing gender inequalities for people with disabilities

Funding

The value of an activity can be up to a maximum of K30,000.

A detailed budget must be included in the proposal.

The following expenses are not eligible for funding:

- Recurrent costs such as office rental, salaries and allowances, vehicle running expenses, office supplies, transportation costs or vehicle running expenses, and electricity bills.
- Standard office equipment such as computers, photocopiers, cameras and mobile phones etc. Only equipment specifically required for implementing activities, such as research materials, will be considered.

- Applications involving the procurement of land and/or compensation payments of any type.

Note: Applicants should demonstrate contribution from other sources.

Appraisal and Approval Procedures

Proposals are to be submitted to AAPNG using the Alumni Grants Scheme Proposal Form (Annex 1). All applications will be acknowledged upon their receipt.

Proposals will be approved through a competitive basis by the Grants Sub-committee consisting of representation from AHC, Department of National Planning and Monitoring (DNPM) and the PNGAAA.

The assessment of each proposal will be based on the evaluation criteria listed in Annex 2.

The applicant(s) may be requested to provide additional information and to resubmit the proposal. Applicants may also be requested to attend an interview to verify the proposal details and implementation arrangements.

The assessment of all proposals will usually be completed between six to eight weeks of the submission closing date. All decisions of the Grants Sub-committee are considered final.

Approved grant applicants will sign a Grant Agreement (GA) with Coffey International Development as the managing contractor for AAPNG which sets out the terms and conditions for payment of the Grant and the obligations of the Grantee.

Proposal Submission and Dates

There will be two rounds (April and October) for proposals per year. The closing dates will be announced on the AAPNG and PNGAAA websites (www.australiaawardspng.org; www.pngaaa.org).

In special circumstances where the announcement for registration or submission of abstracts does not allow for the regular submission and approval process, proposals may be accepted between rounds, at the discretion of the Grants Sub-committee.

Proposals may be submitted by email to (include email here) or in hard copy to the below address:

Alumni Grants Scheme
Australia Awards PNG Office
Ground Floor, Port Tower, Hunter Street
Port Moresby, NCD.
Attention: Alumni Engagement Manager

Monitoring and Reporting

The following activity and financial reports are required for all grants:

Activity Progress Report

Due within 6 months after implementation has commenced. (See Annex 3.)

Activity Completion Report

Due within 30 days of activity completion. (See Annex 4.)

Grant recipients may be contacted by AAPNG at any time during activity implementation for information on activity progress.

Recognition of Successful Grant Completion

When a grantee has submitted an Activity Completion Report that has been accepted by the Grants Sub-committee, and all financial acquittals have been settled, a Certificate of Grant Completion will be issued.

Grant Promotion

AAPNG promotion of the AGS will include publicising successful outcomes of grant activities on the AAPNG and PNGAAA websites, Facebook and other media as appropriate.

Grantees may be asked to provide suitable photographs and other relevant materials for AAPNG promotion activities. Recipients of grants are encouraged to publicise the grants through their own networks.

Acknowledgement of Funding

Australian Government funding of any AGS activity should be appropriately acknowledged in publications, reports, at training courses and workshops, and in presentations at conferences. Grantees should contact AAPNG for appropriate specific guidance prior to publications or public presentations.

The grantee will be solely responsible for any discrepancy that is reflected in the publications and/or reports of their grant. The results of the grants may not necessarily be the view endorsed by the Australian Department of Foreign Affairs and Trade (DFAT) or AAPNG.

Financial Disbursement

Total Grant Amount

The total grant amount approved for disbursement to a successful applicant grantee will be specified in the GA and will correspond to the amount specified in the approved grant proposal and is the upper limit of money that will be disbursed to the grantee.

Payment of the Grant

AAPNG will make a number of grant payments according to the approved schedule included in the grantee's proposal, where:

- The first grant payment to the grantee will be made following the signing of the GA and the receipt by AAPNG of a Grant Funds Request Form (see Annex 6 for template).
- Subsequent grant payments will only be made once the grantee has acquitted expenditure from the previous grant payment to the satisfaction of AAPNG by providing a Financial Acquittal Report (Annex 5) with supporting documentation (i.e. paid receipts, paid invoices) attached.
- The grantee must only use the grant for expenditure for the activities specified in the approved Grant Proposal.
- AAPNG reserves the right at any time to withhold grant payments if it is not satisfied with the performance of the grantee.
- Any unspent grant funds must be repaid by the grantee to AAPNG at the completion of the grant

Financial Records for Grant

Grantees must retain all financial records for the implementation of the grant activity for a period of seven (7) years following the completion of the grant.

Termination of Grant

AAPNG may suspend immediately and then terminate a grant if it reasonably believes the Grantee has:

- Breached the terms and conditions of the Grant Agreement; or
- Provided false or misleading statements in their application for the grant; or
- Engaged in serious misconduct including acting illegally, negligently, or fraudulently; or
- Has performed unsatisfactorily at any time during the implementation of the grant activity.

Fraud

AAPNG has a zero tolerance towards fraud and is committed to minimising the possibility of fraud for program activities.

Fraud means dishonestly obtaining a benefit, or causing a loss, by deception or other means, and includes alleged, attempted, suspected or detected fraud.

Grantees and any of their associates engaged in the grant activity must not engage in any fraud and must undertake appropriate measures to prevent and detect fraud. Grantees are responsible and accountable for preventing and reporting any alleged, attempted, suspected or detected fraud to AAPNG within five (5) days of becoming aware of these circumstances/events.

Child Protection

AAPNG has a zero tolerance policy toward the exploitation of children and is committed to upholding and implementing the Australian Government's mandatory child protection compliance standards aimed at protecting children from exploitation and abuse.

Grantees and any of their associated engaged in the grant activity must understand their obligation for managing risks to children and act accordingly. Grantees must comply with DFAT's Child Protection Code of Conduct which sets standards for personal behaviour. AAPNG expects grantees to use common sense and avoid actions or behaviours that could be construed as child exploitation and abuse in the course of their grant implementation. Grantees are responsible and accountable for immediately notifying AAPNG if any person engaged in grant activity is accused of, charged with, arrested for, or convicted of criminal offences relating to child exploitation and abuse.

Further Information

Further information can be obtained from the Australia Awards PNG Office, details below:

Alumni Engagement Manager
Australia Awards PNG Office

Ground Floor, Port Tower, Hunters Street
Port Moresby, NCD
Phone: 675 321 1766
Fax: 675 321 1828
Email: grants@australiaawardspng.org
Website: www.australiaawards.org

Annex 1: Alumni Grants Scheme Proposal Form

Please read the Alumni Grants Scheme Guidelines carefully before submitting your application. The final approved proposal will become Part A of Grant Contract Schedule.

PART A: APPLICATIONS DETAILS

| | |
|---------------------------------|--|
| Name of Organisation | |
| Contact details | Post office: Ph. Email: Website (if any): |
| Name of Alumni | |
| PNGAAA member type | Regular or Associate |
| Membership No. | |
| Position in Organisation | |

PART B: PROJECT SUMMARY

| | |
|---|---|
| Project Title | |
| Project Type (Please tick) | <input type="checkbox"/> Development activity <input type="checkbox"/> Knowledge-sharing activity <input type="checkbox"/> Capacity-building activity |
| Background of Organisation | Max. 200 words |
| Project Description | Max. 200 words |
| Aims/Objectives | Max. 200 words |
| Project intended start and completion dates: | |

PART C: PROJECT MONITORING AND EVALUATION

Clearly state the expected output indicators of the proposed activity and how this information will be gathered.

Clearly state the expected outcome (effect) indicators of the proposed activity and how this information will be gathered.

PART D: RESPONSE TO ACTIVITY EVALUATION CRITERIA

Provide a response to each of the criteria for your proposed activity. The criteria should also form a checklist of factors you should take into account when preparing your proposal and enable you to self-appraise your proposal before submission.

Strategic purpose (Max. 150 words)

- Describe the expected outcomes (effects) of your activity and how each of these contribute to one or more of the AAPNG program objectives (see page 2. of guidelines):
- Applications must address at least one of the thematic areas of the priority sectors or thematic areas of the Alumni Grants Scheme (page 1)

Ownership (Max. 150 words)

- Explain the link between your role in the activity and your expertise and job position.
- State whether the activity has the support of the leadership of your employing organisation and provide supporting evidence.
- Outline the benefits of the activity to your employing organisation (preferably with supporting evidence).
- Applications must address the principle of sustainability. Applicants should also be able to demonstrate that they have the internal resources and capacity to manage the project. Please explain how you going to do this.

Methodology

- Explain how the methodology in the activity will achieve the desired outputs.
- For research activities, indicate the extent to which the research methodology has been reviewed and endorsed by an expert in the field or relates to research methods used in published research studies, and provide such evidence.
- For training activities, explain how a training needs analysis has been or will be undertaken.
- Provide a clear management and implementation plan in the below format, timeframe and person(s) responsible.

Grant Project Implementation Plan

| Task/activity | Timeframe | Person(s) responsible |
|---------------|-----------|-----------------------|
|---------------|-----------|-----------------------|

PART D: RESPONSE TO ACTIVITY EVALUATION CRITERIA

| | | |
|---------------------------------|--|--|
| 1. | | |
| 2. | | |
| 3. | | |
| <i>List additional tasks...</i> | | |
| | | |

Complementarity (Max. 150 words)

- Explain whether the activity complements other activities undertaken by you or others in or outside your organisation.
- Clearly state that the activity does not duplicate activities being undertaken or have been undertaken by you or other persons/donors.

Financial investment (Max. 150 words)

- Provide a detailed budget for the activity as required in the budget template (Part E below).
- State whether there will be any counterpart funding for the activity, in terms of financial support and/or contributions in kind.
- Describe how the proposed methodology, implementation plan and budget comprise the least costly option and provide value for money.
- Value for money is about obtaining the maximum benefit over time with the resources available. Think 4 E's: Economy (spending less); Efficiency (spending well); Effectiveness (spending wisely); and Equity (spending fairly).

GEDSI (Max. 150 words)

Describe how Gender Equity, Disability and Social Inclusion considerations have been factored into your proposal outlining as relevant:

- How the grant will contribute to empowering women and girls, promoting gender equality and disability and social inclusion.
- How the grant is likely to differently affect women and men.
- How women and men, people with disabilities and rural disadvantaged, can benefit equally from the grant.
- How barriers to women's, people with disabilities and rural disadvantaged peoples' participation have been identified and addressed.
- How principles of do no harm will be applied

PART E: PROPOSED GRANT PROJECT BUDGET

Applications must be fully costed up to the maximum value of K30, 000 and demonstrate value for money. The Proposed Grant Payment Schedule is indicative only and may be revised according to the anticipated cash-flow requirements to implement the Grant activity.

| | |
|-------------|------|
| Input Items | Kina |
|-------------|------|

PART E: PROPOSED GRANT PROJECT BUDGET

| | | |
|------------------------------------|-------------------------------|---|
| Item 1 | | |
| Item 2 | | |
| Item 3 | | |
| Item 4 | | |
| Item 1 | | |
| Item 2 | | |
| Item 3 | | |
| Item 4 | | |
| Item 1 | | |
| Item 2 | | |
| Item 3 | | |
| Item 4 | | |
| Total grant amount requested (a) | K | |
| Contribution from organisation (b) | Add contributing amounts here | |
| Total Project Budget (a +b) | K | |
| Proposed Grant Payment Schedule * | Amount | Timing of Payment |
| Grant Payment No.1 | | Immediate upon signing of Grant Agreement |
| Grant Payment No.2 | | |
| Grant Payment No.3 | | |
| Total Grant Amount | | |

PART F: OTHER INFORMATION

Attachments

List any additional attachments you are providing to support your application.



PART G: SIGN – OFF

All grant applications must be approved and signed by the head of the organisation and Alumni before lodgment

| |
|--|
| Organisation |
| Name |
| Position (must be organisation's head or equivalent) |
| Signature |
| Date |
| Alumni |
| Name |
| Signature |
| Date |

Annex 2: Proposal Evaluation Criteria

| Criteria | Development activities | Knowledge sharing activities | Capacity building activities |
|----------------------|------------------------|------------------------------|------------------------------|
| Strategic Purpose | 30 % | 30 % | 30 % |
| Ownership | 25 % | 10 % | 10 % |
| Methodology | 10 % | 25 % | 25 % |
| Complementarity | 5 % | 5 % | 5 % |
| Financial Investment | 20 % | 20 % | 20 % |
| GEDSI | 10% | 10% | 10% |
| TOTAL | 100 % | 100 % | 100 % |

Explanation of allocated criteria

Strategic Purpose

Allocation of 30% to Strategic Purpose reflects the importance of the activity meeting Papua New Guinean development priorities and AAPNG Program Objectives.

Ownership

Ownership has been allocated 10% with this percentage increasing to 25% in development activities as it is essential that activities are fully supported by the alumni and their organisation.

Methodology

Methodology in research and training activities has been allocated 25% as it is a key element in implementing capacity building and knowledge sharing activities.

Complementarity

This has been allocated 5% to ensure that activities complement existing activities and do not duplicate existing activities.

Financial Investment

Financial Investment is weighted 20% across all types of activity as all budgets must be clear, acceptable and show value for money. Value for money is about obtaining the maximum benefit over time with the resources available. Most approaches to value for money are framed by the 4 E's: Economy (spending less), Efficiency (spending well), Effectiveness (spending wisely), and Equity (spending fairly).

Gender Equity, Disability and Social Inclusion

GEDSI is weighted at 10% and activities must factor in Gender Equality, Disability and Social Inclusion considerations.

Annex 3: Activity Progress Report

The Activity Progress Report must be submitted within six months after implementation has commenced. The Report should be no more than three pages.

Grant Activity Progress Report

Report Submission Date: _____

1. Activity information

| | |
|----------------------|--|
| Name of Organisation | |
| Contact details | |
| Name of Alumni | |
| Project title | |
| Start date | |
| End date | |

2. Progress to date

| List of tasks | Timeframe | Person(s) responsible | Status of implementation |
|-----------------------------|-----------|-----------------------|--------------------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| Specify additional tasks... | | | |

Describe achievements to date against the activity objectives and output indicators.

Describe any significant issues encountered, as well as action(s) taken to overcome these problems.

Outline any remaining risks that might prevent achievement of objectives and remedial actions taken.

Do you expect any change to the original completion date? If yes, please provide rationale below.

Annex 4: Activity Completion Report

The Activity Completion Report must be submitted within 30 days after completion of the activity. The Report should be no more than three pages.

Grant Activity Completion Report

Report Submission Date: _____

1. General information

| | |
|--|--|
| Name of Organisation | |
| Contact details | |
| Name of Alumni | |
| Project title | |
| Proposed start date | |
| End date | |
| Endorsement by Organisation (signature & stamp) | |

2. Activity Results

Describe your achievements against the activity objectives and output indicators.

Describe how your activity took account of GEDSI benefits and results achieved.

Are there any key activities that still need to be implemented? If yes, please explain.

Please describe any changes to the project from the planned project activity?

Did you experience any unforeseen challenges or successes? If there were any challenges how did you deal with them?

What lessons or observations can you share from your project with your alumni colleagues?

In a twenty-five word statement, please describe the activity experience you have undertaken with the Small Grants Scheme?

Please attach at least three images of activities or results of your project.

Annex 5: Financial Acquittal Report

Financial Acquittal Report

Date: _____

| | |
|--|--|
| Name of Organisation | |
| Name of Alumni | |
| Project Title | |
| Compiled by: | |
| I/We, hereby, certify that the items of expenditure and amounts in this financial acquittal report are correct, in accordance with the actual disbursement of funds on activities. | |
| Signature | |
| Provide details of changes to the expenditure items agreed with AAPNG (if any): | |
| | |

Grants Expenditure Summary

| Item | Details of Approved Expenditure | PGK |
|----------------------|---------------------------------|-----|
| | | |
| | | |
| | | |
| | | |
| | | |
| Total expenditure | | PGK |
| Total funds advanced | | PGK |
| Funds remaining | | PGK |

Please attach all original documentation of expenditure, e.g. invoices, receipts, boarding passes, etc.

Checked by:

Approved by:

AAPNG Grants Coordinator

Alumni Engagement Manager

Annex 6: Grant Funds Request Form

Grants Funds Request Form

Request No: _____

Date: _____

| | |
|--|--|
| Name of Organisation | |
| Project Title: | |
| Contact details: | |
| I/We, duly signed, fully understand and agree with AAPNG's Financial Guidelines and would like to request a Grant Fund Payment as detailed in this request | |
| Name: | |
| Signature (s): | |
| Date Signed: | |

| | |
|--|--|
| Total Grant Amount | |
| Total Grant Payments Received To-date | |
| Total Expenditure To-date | |
| Balance of Grant Funds with Grantee | |
| This Grant Funds Request Amount | |

| No. | Details of Planned Expenditure | Amount Required (PGK) |
|-----------------------------------|--------------------------------|-----------------------|
| 1 | | PGK |
| 2 | | PGK |
| 3 | | PGK |
| 4 | | PGK |
| 5 | | PGK |
| 6 | | PGK |
| Total planned expenditure* | | PGK |

**The total planned expenditure should equal the Grant Funds Request Amount.*

Checked by:

Approved by:

AAPNG Grants Coordinator

Alumni Engagement Manager

