



HealthCarePlus

Charitable Education Grants

**Procedures and General Guidelines
for the 2024 Grant Year**

Updated 17 April 2023

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1. Introduction

1.1 Who is HealthCarePlus?

- 1.1.1 HealthCarePlus is the trading name for The Education Benevolent Society Incorporated. We were established in 1963 to enable members on the education and public services unions and their families access competitive insurance products to support their families' health and provide financial protection for unforeseen events.
- 1.1.2 In 2018 the Board of Education Benevolent Society Incorporated conducted a fundamental review of the business which resulted in the transfer of the insurance business to a third-party insurer at the end of 2019. This, in turn, resulted in the release of a significant amount of capital, ("the Fund.") The Fund is invested, and the Fund's surpluses (if any) will be available for distribution regularly as Charitable Education Grants.
- 1.1.3 To this end, the Education Benevolent Society Incorporated became a registered charity to further educational purposes. HealthCarePlus manages and administers its funds according to the standards prescribed by Charities Services and the Incorporated Societies Act 2022.
- 1.1.4 Grants include support for individual study or professional development, undertaking practice-focussed research, provision and facilitation of professional development and training, and the facilitation of educational conferences.
- 1.1.5 The Charitable Grants Committee (the "Grants Committee") consists of a maximum of 7 members, being 1 member appointed by each of HealthCarePlus's 6 Unions Owners, plus the Chair of HealthCarePlus's Board.
- 1.1.6 All decisions on the award of grants are made by the Grants Committee and ratified by the HealthCarePlus Board. Other than the HealthCarePlus Board Chair being a member, the Grants Committee is autonomous from the Board and Management of HealthCarePlus.

1.2 HealthCarePlus's vision for our grants

- 1.2.1 HealthCarePlus's vision is for the grants to provide for the advancement of education, including health and wellbeing. HealthCarePlus takes a broad view of education and will consider funding any activity that contributes to the growth of knowledge, the development of resources, or supports enhanced capability.
- 1.2.2 Prior to the launch of each funding round, the HealthCarePlus Board and the Grants Committee will identify and publish relevant and contemporary themes and topics to encourage applications for projects

and set any areas of preference for that round. The Grants Committee encourages applicants to consider projects and activities that address these topics, as preference will be given to applications focused on these issues.

- 1.2.3 In each case the Grants Committee will seek to recommend funding activities that have significant potential to contribute to better long-term health and well-being outcomes for New Zealanders.

1.3 Who can apply?

- 1.3.1. HealthCare Plus was established in 1963 by the Education Unions and the Public Service Association (PSA). All members of the New Zealand public and New Zealand based organisations are eligible and encouraged to apply for HealthCarePlus's Education Grants who are either,

- 1.3.1.1. Members of the New Zealand Public that are either New Zealand citizens or permanent residents, including but not limited to Members of the Union Owners and or HealthCarePlus, or

- 1.3.1.2. Body corporates (including incorporated societies) or

- 1.3.1.3. Unincorporated bodies.

- 1.3.2 Part of the philosophy of this fund is to foster a process that assists in developing application writing skills in individuals who have no or limited experience of applying for funding or managing funded projects. We actively encourage inexperienced applicants to seek external support (from e.g., suitably competent friends, work colleagues or fellow Union members) in developing their applications and if needed, identify and budget for a mentor to assist you with your project.

2. About our grants

2.1 What are our funding priorities?

- 2.1.1. HealthCarePlus's objective is to distribute charitable grants for the advancement of education including health and wellbeing by funding HealthCarePlus approved projects that have the potential to contribute to better long-term outcomes for New Zealanders.

- 2.1.2. Topics may include any educational project or professional development activity focussed on education and workforce health and well-being. They may include, but are not limited to the following areas:

- 2.1.2.1 Any work improving learning or education of children or adults

- 2.1.2.2 Teaching/supporting disadvantaged students

- 2.1.2.3 Teaching/ supporting gifted students

- 2.1.2.4 Pay Equity

- 2.1.2.5 Workplace discrimination of minority groups

- 2.1.2.6 Work-life balance
- 2.1.2.7 Wellness of groups / communities
- 2.1.2.8 Negotiation and conflict resolution
- 2.1.2.9 Workplace stress
- 2.1.2.10 Educational / workplace leadership
- 2.1.2.11 Transition to retirement
- 2.1.2.12 Financial literacy
- 2.1.2.13 COVID 19 and or another current and topical issue
- 2.1.2.14 Climate Change

- 2.1.3. In each funding round, the HealthCarePlus Board in conjunction with the Grants Committee will identify priority themes for funding. High quality applications in those areas will receive priority over other high-quality applications.

For this round the priority themes are:

- The Future of our Work
- Wellbeing
- Equity
- Specific Topics

All applications need to demonstrate how the outcomes could address and contribute towards increased knowledge and understanding of topical issues which could include:

Priority Theme

1. The Future of our Work

Topics could include:

- Work life balance
- Workload
- COVID 19 and impact on work
- Life-long Learning

2. Wellbeing

Topics could include:

- Enabling members/employees to thrive
- Focus on stress and burnout
- Creating better mental wellbeing outcomes

3. Equity

Topics could include:

- Te Tiriti
- Worker voice

- Democracy
- Gender equality
- Pay equity

4. Special Topics

Topics could include:

- The value of early childhood education
- Work or industry experience for educators
- Retraining for second career or chance
- Responding to Climate Change

- 2.1.4. In each funding round we will look to make grants for activities that have the potential to have the biggest impact on the advancement of education including health and wellbeing. Accordingly, we will look to fund professional development activities and projects where the applicant has a clear vision of how they will use their new knowledge to maximum effect.

2.2 What types of activities will we fund?

- 2.2.1. Educational grants to support further study including where financial hardship can be clearly demonstrated via the provision of supporting documentation,
- 2.2.2. Professional development, study or training,
- 2.2.3. Practice-focussed research or implementation projects, (*i.e.*, projects designed to have an impact on, for example, educational practice in a specified context that has an impact on health and wellbeing of a workforce).
- 2.2.4. Facilitation of targeted educational conferences with clearly defined outcomes.

2.3 How much will we fund?

NOTE: All amounts are in New Zealand dollars (NZD) and inclusive of GST (if any). There are three categories of grant available, namely:

- 2.3.1. **Category 1: Individual Grants** – the Grants Committee will consider applications from individuals for amounts from \$3,000 up to a maximum of \$12,000 (including GST if any) for one year. These grants are designed to provide individuals with financial support for a maximum of 12 months for:
- (a) further study towards recognised qualifications in cases of significant financial hardship, or
 - (b) professional development activities in New Zealand or overseas, or
 - (c) small projects.

2.3.2. **Category 2: Group Grants** – the Grants Committee will consider applications from groups of individuals or eligible New Zealand based organisations for amounts from \$10,000 up to a maximum of \$50,000 (including GST if any) for a maximum of 12 months. These grants are designed to support larger team-based projects or to support conferences.

2.3.3. **Category 3: Special Grants** – for group applications that do not meet the above criteria, *e.g.*, they may be for greater amounts and/or cover multiple years. Normally these will be multi-year research or implementation projects.

2.4 What type of expenses can the grants be used for?

The grants can be used for actual and reasonable costs including:

- 2.4.1. Course fees and a contribution to associated expenses (including, where an appropriate case can be made, a laptop - Category 1a only, or limited travel and accommodation) at a HealthCarePlus approved education institution. Preference will be given to NZQA approved courses.
- 2.4.2. Direct costs associated with professional development or training.
- 2.4.3. Research and associated costs including salaries/wages for third parties.
- 2.4.4. Costs associated with the facilitation of organising and running conferences, seminars, and educational events. Note this may include, as appropriate, supporting the participation of overseas expert speakers (either in person or on-line).
- 2.4.5. Costs may be incurred both in New Zealand and or internationally however all reimbursements will be in New Zealand dollars (including any GST if applicable) and the amount payable will be determined at the date of the application being approved. Any change in exchange rate is the responsibility of the applicant.

NOTE: Requests for the payment of Koha will not be approved.

2.5 Timeline

Activity	Category	Key Dates
Opening Date for applications and Expressions of Interest (Eol's)	Categories 1, 2 and 3	3 July 2023
Closing date for Eol's	Categories 2 and 3	28 July 2023
Outcomes of Eol's advised to applicants	Categories 2 and 3	28 August 2023
Closing Date for applications	Category 1	15 September 2023
Closing Date for full applications	Categories 2 and 3	15 September 2023
Outcomes advised to applicants	All Categories	2 November 2023
Funds first available	All Categories	1 January 2024

Please note: Funding for the 2024 year will not be provided for any costs incurred, or projects, or studies that commence, prior to the 1 January 2024.

2.6 Restrictions on grant applications

- 2.6.1 Individuals may only make a single Individual Grant application on their own behalf in any one round. Making an individual application does not, however, preclude that individual being part of one or more group application. As long as the groups comprise of different people. i.e., the same team cannot apply for more than one Group Grant.
- 2.6.2 While the Union Owners are eligible to apply for grants, in order to comply with the Incorporated Society's Act 2022, they must be able to demonstrate that if a grant is awarded, they will not receive any direct financial gain (as defined in s22 of the Incorporated Societies Act 2022). This means that any proposed activities **must** be other than 'business as usual' Union activities, and explicitly for educational purposes.
- 2.6.3 For the avoidance of doubt, the following activities **will not** be supported as they that do not meet our Charitable Education Purpose.
- Training as Union Advocates
 - Commercial Activities
 - Bargaining Training for Union Reps
 - Support for any political party's activities or events.
- 2.6.4 Applications will only be received between the published Opening and Closing dates. The Grants Committee reserves the right to amend the closing date/s either for all grants or for a category/ies of grant.

Please note: Funding for the 2024 year will not be provided for any costs incurred, or projects, or studies that commence, prior to the 1 January 2024.

2.7 Promotion of the grants process

- 2.7.1 At the start of each funding round an advertisement to promote the grants will be placed in the national media.
- 2.7.2 The Unions Owners will be encouraged to promote the grants via their internal communications to their Members with the cost of such advertising being the responsibility of the Union.
- 2.7.3 HealthCarePlus will promote the grants via HealthCarePlus's newsletters, website, and social media.

3. Making a grant application

- 3.1 Applications including any supporting documentation **must** be lodged via HealthCarePlus's grants portal [here](#). Applications sent via email, or any other means will not be considered.

- 3.2 Each category of grant has a separate online application form to complete and an information pack providing guidance on how to complete each form is attached. No application will be accepted after the given closing date (refer 2.5)
- 3.3 Category 1a., 1b. and 1c. applications (Individual Grants) will be evaluated in a single process.
- 3.4 Category 2 and 3 applications (Group or Special Grants) will be evaluated in a two-step process. The initial application form for these grants is essentially an Expression of Interest and outline of the grant to be applied for and an opportunity to describe what the group plans to do and the benefits from your project.

Short-listed applicants will then be invited to complete a full application where they will be asked to explain how the group will execute your plan. This process is designed to save potential applicant's time. It is anticipated that in any given round the short-listed applicants will have at least a fifty percent chance of being successful.

- 3.5 All applicants are strongly encouraged to seek external support in developing their applications and have a draft reviewed by a suitably competent, friend, fellow Union member, or work colleague with good critical skills before final submission. If you are employed, you should provide confirmation from your employer that they will support you to undertake your study or project.

If applicants are members of the Union Owners, their Union may upon request provide written endorsements to support the application. . Please note that any support provided by a union is not an indication of the likelihood or otherwise of the application being successful at the Grants Committee selection stage. The Grants Committee is autonomous of both the Board and Management of HealthCarePlus and the Union Owners.

- 3.6 To be considered, all initial applications for Category 1 and Full Applications for Categories 2 and 3 must include the timing of, and a detailed budget of the costs that are expected to be incurred inclusive of GST (if any).
- 3.7 All applications must be completed on the appropriate online form and applicants must adhere to the 'rules' regarding Individual or Group applications.
- 3.8 All applications must complete all sections of the appropriate form, address all of the published eligibility criteria, and where required provide appropriate supporting documentation. Applications that do not meet the published eligibility criteria may be automatically rejected during the application eligibility review process.

4. Selection process and feedback

- 4.1 Once applications close, all applications that have been successfully lodged via the portal and meet the published eligibility criteria set out in the information packs for each grant (eligible applications) will be evaluated by the Grants Committee against the published evaluation criteria.

- 4.2 The Grants Committee process for making decisions is normally a two-step process for each category:
- 4.2.1 Eligible applications (or Expressions of Interest) are independently evaluated by at least two Grants Committee members against the published evaluation criteria and given an overall evaluation score. A member of the Grants Committee or Management may contact the applicant/s to clarify aspects of the application or to request further information.
 - 4.2.2 Final decisions are then made by the Grants Committee through a collective discussion of the relative merits of each application. Where applications are of a similar merit, the discussion will consider the requirements of proportionality for the awarding of grants to the Union Owners and their Members as set out in the Constitution (s10.2.3).
 - 4.2.3 During this process, all Grants Committee Members and any administrative staff members will have due regard to managing any conflicts of interest. Resolving significant discrepancies in evaluation scores and seeking where-ever possible to reach final decisions by consensus are important components of ensuring decisions are fair and impartial.

Appendix A sets out the process in detail.

- 4.3 Note that the two-step process only applies to the Expression of Interest and invited Full Application stages of Category 2 and 3 Group Grants.
- 4.4 The Grants Committee reserves the right to invite applicants to submit a revised application and/or to meet with the Grants Committee, or part thereof, as part of the evaluation process.
- 4.5 Where two or more of the applications received are substantially the same in merit, the Grants Committee may apply preference to applications received and endorsed from the Union Owners, Members of the Union Owners, or Members of HealthCarePlus.
- 4.6 All applicants will be advised in writing once decisions of the Grants Committee have been ratified by the HealthCarePlus Board.
- 4.7 On request, unsuccessful applicants will, be provided with basic feedback on their applications with a view to supporting the development of any applications for future rounds.

- 4.8 The Grants Committee reserves the right to only fund part of any proposal and/or require any specific conditions to be met as a requirement of awarding the grant.
- 4.9 The HealthCarePlus Board reserves the right to amend the total funds available for funding in any funding round.
- 4.10 All Grants Committee decisions are final. No further correspondence will be entered into.

5. Management of awarded grants

- 5.1 Once a grant is awarded a formal Grant Agreement will be provided to the grantee, outlining agreed milestones and budget, a payment schedule, reporting and dissemination requirements. Management will work with the applicants to agree the timeframes for achievement of, and reporting on milestones, and the payment schedule for funding.
- 5.2 If a formal agreement cannot be signed off by both the grantee and HealthCarePlus within 30 days of the grant being approved, then at HealthCarePlus's sole discretion, the offer of the grant may be withdrawn.
- 5.3 Once a grant award is agreed, the priority for HealthCarePlus is to enable grantees to complete the work agreed. Grantees are required to advise HealthCarePlus as soon as possible if there are any changes in circumstances which may affect the progress of the agreed activity.
- 5.4 Payments will be made according to an agreed payment schedule against agreed milestones. Failure to meet agreed milestones may result in payments being withheld and the project placed under review.
- 5.5 Where appropriate, budget line items should include a contingency allowance to allow for minor expense overruns.
- 5.6. Reviews will be conducted as delegated by the Grants Committee and are designed to assist the grantee to achieve the agreed milestones of the project. Appropriate support measures may be recommended or required.
- 5.7. If following a review, it becomes clear that the planned outputs and outcomes of an award cannot be achieved, then HealthCarePlus reserves the right to cancel the grant.
- 5.8 All grantees will be required to complete an end of grant report. The type of report required will depend on the nature of the grant and will be negotiated with HealthCarePlus. The emphasis will be on maximising the impact of any outputs and recording new knowledge for both the grantee and the Grants Committee.

- 5.9 For Category 3 grants that extend over more than one funding year, an interim report will be required to be submitted as set out in the project milestones. The provision of the subsequent year grant will be dependent on the Grants Committee's assessment of this report. For Category 1 and 2 grants, funding will only be provided for a maximum period of 12 months even if the activity or project spans longer than 12 months.
- 5.10 The HealthCare Plus Board reserves the right to cancel any grant where, on the recommendation of the Grants Committee and after due investigation, HealthCarePlus Board believes that the grantee has:
- 5.10.1 Deliberately provided misleading or incorrect information, or
 - 5.10.2 Plagiarised any output or document, or
 - 5.10.3 Is found to be using the grant in ways that do not meet the purpose as stated in the funding agreement, or
 - 5.10.4 Plans to use or is using the grant for any use that does not meet the requirements of HealthCarePlus's charitable education purpose under the Charities Act, or
 - 5.10.5. As an organisation, plans to or is using the grant for financial gain and thereby could place the Society in contravention of the Incorporated Society Act 2022.
- 5.11 Upon cancellation of a grant, any money paid to the grantee must be reimbursed in full to HealthCarePlus within 30 days of cancellation.

6. Financial accountability

6.1 Payments and Invoices

- 6.1.1 All grants payments are GST inclusive (if any).
- 6.1.2 Grantees must keep electronic copies of all invoices or receipts for their project and supply such copies as proof of expenditure when requested by HealthCarePlus.
- 6.1.3 Grantees must respond within 14 days to all reasonable requests for other financial information or reports.
- 6.1.4 All grantees must return to HealthCarePlus any money not spent.
- 6.1.5 All payments will be in New Zealand Dollars (NZD)
- 6.1.6 All payments for Category 1 Individual Grants will be paid direct to the providers, unless otherwise agreed.

7. Promotion and distribution of outputs and outcomes

- 7.1. **Publication of outputs:** As HealthCarePlus is a charitable entity, any results from the grants e.g., research papers from a HealthCarePlus charitable education grant must be made publicly available. HealthCarePlus therefore reserves the right to distribute the finding and results from the projects as required under the legislation.

- 7.2 Acknowledgement of HealthCarePlus and the ability to promote and use in promotional activity:** Any recipient of a grant must:
- 7.2.1.** Acknowledge HealthCarePlus in any public dissemination of their outputs, and the wording of such acknowledgment to be pre-approved by HealthCarePlus - such approval not to be unreasonably withheld.
 - 7.2.2.** Agree that HealthCarePlus can use the results (and any photographs, interviews etc regarding the grantee) for promotional activities including but not limited to events, internal communications and social media. Such promotional activities will be notified to and approved by the grantee - such approval not to be unreasonably withheld.
- 7.3 Ownership of intellectual property:** Unless otherwise agreed between the parties, any results that have any commercial value will be owned by the grantee, and the grantee licenses HealthCarePlus with a non-exclusive, royalty-free, worldwide, perpetual license to use the results for its own purposes.

Appendix A:

Process chart for selecting applications or Expressions of Interest within any one category.

Action	Comment
Expressions of Interest Submissions (categories 2 and 3 only) close 28 July 2023	
Expressions of interest received	Automatic acknowledgement sent to applicant
Each expression of interest undergoes eligibility checking.	At least two members of HealthCarePlus Grants Management group evaluate each expression of interest to establish eligibility
Expression of interest allocated to Grants Committee members for an initial and independent evaluation.	A minimum of two Grants Committee members will evaluate each application, more if logistically possible.
On receipt, Grants Committee members check there are no other conflicts of interest with the expression of interest they are asked to review.	If there are any conflicts of interest, Grants Committee members advise the Chair of the Grants Committee and the conflict must be managed or removed.
Evaluations are completed and scores are lodged in the portal along with comments for feedback.	Applicants may be contacted by a Grants Committee member or Management with a request for more information or clarification.
Decisions are made as to whether to invite to proceed to a full Application for Categories 2 and 3.	Applicants are advised of the outcome and where successful asked to submit a Full Application. This may include recommendations on items to be addressed in the Full Applications.
Full Applications close (all categories 1, 2 and 3) close 15 September 2023	
Full Applications received and acknowledged after eligibility checking.	Opportunity to query details of application if required.
Applications allocated to Grants Committee members for an initial and independent evaluation.	A minimum of two Grants Committee members should evaluate each Category 1 application, more if logistically possible. For Category 2 and 3 applications all Grants Committee Members will evaluate the applications
On receipt, Grants Committee members check there are no other conflicts of interest with applications they are asked to review.	If there are any conflicts of interest, Grants Committee members advise the Chair of the Grants Committee, and the conflict must be managed or removed.
Evaluations are completed and scores are lodged in the portal along with comments for feedback.	Applicants may be contacted by a Grants Committee member or Management with a request for more information or clarification.
Management collates and reviews scores and advises the Grants Committee Chair where there are any significant variations in scoring.	Management also collates the Grants Committee's feed-back comments for each application.
Grants Committee Chair asks evaluators of applications where there are variations in scoring to discuss and reach a consensus.	Where consensus is not achieved, application sent out for further evaluation (other Committee Member(s) or independent reviewer if required).
Mean evaluation scores for each application are calculated and applications placed in the grant's evaluation workbook,	Applications may naturally cluster by average scores and the workbook enables evaluation and ranking via multiple criteria.
Grants Committee meeting convened and conflicts of interest formally minuted.	The Grants Committee Chair and Committee Members need to ensure that all discussions are

	impartial, reaching decision by consensus where-ever possible.
Grants Committee discusses priority applications for funding in each Category and make funding decisions for the 2024 funding year based on the funding available and the number of suitably qualified applications. If funding available allows, discussion then moves on to applications with the next highest ranking.	Grants Committee must take into account requirements for proportionality of grants as required by the Constitution (s10.2.3.). Whilst having regard to proportionality, merit will determine final outcomes. If there are not enough applications of a suitable quality, the Grants Committee will not allocate the total of the funding that has been allocated.
Grants Committee agrees basic feedback to be provided to applicants if requested.	Feedback will only be provided in selected cases and will be of a general nature.
Grants Committee has general discussion on process / overall quality of applications, etc.	This is to enable continual improvement of the grants program.
Minutes and a prepared report for the HealthCarePlus Board's circulated to Grants Committee Members for ratification.	As soon as possible after the Grants Committee meeting.
HealthCarePlus Board ratifies Grants Committee decisions	
Management sends out advice to both successful and unsuccessful applicants by 3 November 2023 NOTE HealthCarePlus will not be advising any outcomes to applicants until the entire assessment process is complete.	
Funding available to successful applicants	From 1 January 2024