



## **UNSW Science: Life and work relative to opportunity (ARO) during the Australian Bushfires 2019-2020 and COVID-19 crises.**

UNSW Science acknowledges that many staff have been affected by the Australian bushfires in 2019-2020 and COVID-19 in 2020. There has been a significant change to the way academic staff are educating, researching and making impact. Professional and technical staff have also had to adapt quickly to new ways of working and delivering for the UNSW Science community.

Many staff are experiencing more substantial additional



## **Circumstances and criteria ARO can be used to provide performance evidence in performance evaluations**

Managers and performance evaluators should use ARO performance evidence cases as a lens for evaluating achievements.

## **Examples of principle of performance relative to circumstances. Where performance evidence can be applied**

While all staff have different circumstances that need to be considered, scenarios where the principle of ARO may be applied are included below for example:

- In May 2020 a staff member rapidly transitioned to online teaching. From June 2020 the staff member spent a higher proportion of their time on teaching than they would have planned for this year. The staff member was able to perform superiorly in the education stream according to the Academic Expectations Framework but during this time, they were able to achieve XX