

## Workload Reduction Fund:

## Action 12 of the National Teacher Workforce Action Plan

FEDERATION FUNDING AGREEMENT – EDUCATION AND SKILLS

**Table 1: Formalities and operation of schedule**

Parties	Commonwealth Northern Territory
Duration	This Schedule is expected to expire on 15 March 2027.
Purpose	<p>The Schedule supports Action 12 of the National Teacher Workforce Action Plan: <i>To pilot new approaches to reduce teacher workload through a Workload Reduction Fund to maximise the value of a teacher's time.</i></p> <p>This Schedule will initially support the delivery of the <b>Staff Recruitment Support for Schools</b> pilot.</p> <p>Further projects are to be determined by mutual agreement between parties and specified through amendments to this Schedule and accompanied by additional implementation plans.</p> <p>School leaders in remote and very remote schools often have a teaching load. These staff are required to balance competing administrative and teaching priorities. Staff turnover in the NT is high with some schools recording teacher turnover rates as high as 30% within a school year. The impact of staff turnover (and the resulting recruitment administration) is more pronounced in small schools which are typically located in remote and very remote areas of the NT.</p> <p>While teaching principals and senior teachers will continue to undertake interviews and assessments, a 'School Recruitment Officer' will perform recruitment functions including, but not limited to, coordinating interview candidates and timing, scribing for interviews, coordinating referee checks and reports, preparing interview and assessment reports, and onboarding new staff. It is estimated a single recruitment action could result in an administration burden of 25 to 30 hours on average. This represents the workload reduction benefit provided by the 'School Recruitment Officer'.</p>

<p>Estimated financial contributions</p>	<p>The Commonwealth will provide an estimated total in kind contribution to the Northern Territory of \$0.157m in respect of this Schedule.</p> <hr/> <p><b>Table 1</b> (\$ million)</p> <table border="1"> <thead> <tr> <th></th> <th>2022-23</th> <th>2023-24</th> <th>2024-25</th> <th>2025-26</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Estimated total budget</td> <td>0.314</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.314</td> </tr> <tr> <td><i>Less estimated National Partnership Payments</i></td> <td>0.157</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.157</td> </tr> <tr> <td>- Northern Territory</td> <td>0.157</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.157</td> </tr> <tr> <td>Balance of non-Commonwealth contributions</td> <td>0.157</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.157</td> </tr> </tbody> </table>		2022-23	2023-24	2024-25	2025-26	Total	Estimated total budget	0.314	0.0	0.0	0.0	0.314	<i>Less estimated National Partnership Payments</i>	0.157	0.0	0.0	0.0	0.157	- Northern Territory	0.157	0.0	0.0	0.0	0.157	Balance of non-Commonwealth contributions	0.157	0.0	0.0	0.0	0.157
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<p>Additional terms</p>	<p><u>In addition to Clause 19 of the FFA (Role of the Commonwealth) the Commonwealth will be responsible for:</u></p> <p>A) Providing reporting templates for annual reports detailed in Table 2.  B) Facilitating high-level reporting to the Education Ministers Meeting (EMM) on the national implementation and outcomes of National Teacher Workforce Action Plan Action 12.</p> <p><u>Role of the Northern Territory</u></p> <p>In addition to Clause 20 of the FFA (Role of the States and Territories) the Northern Territory will be responsible for:</p> <p>A) Ensuring that in line with the National Teacher Workforce Action Plan, the project(s) are focused on maximising the value of teachers' time and where possible have an emphasis on government schools facing systemic disadvantage and/or assist teachers to support students with diverse needs.  B) Providing reports to the Commonwealth in accordance with Table 2.  C) Undertaking an evaluation of the impact of the project(s) and providing a copy of the evaluation to the Commonwealth in accordance with Table 2.</p> <p>The Northern Territory will be required to match the Commonwealth's funding contribution to the project, noting contributions may be provided in-kind.</p>																														

**Table 2: Performance requirements, reporting and payment summary**

Output	Performance milestones	Report due	Payment
Delivery of Staff Recruitment Support for Schools	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes: <ul style="list-style-type: none"> <li>• A timeline for completion of key elements of the project</li> <li>• A high-level plan for collecting information about teacher workloads.</li> <li>• Methodology used to inform an evaluation.</li> <li>• Quantifiable details of financial and in-kind contributions to the pilot.</li> </ul>	28/06/2023	\$0.157m
	<u>Progress Report</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• Details on how the pilot has been implemented and progress against the implementation plan.</li> </ul>	12/11/2023	\$0.0m
	<u>Evaluation Report</u> <ul style="list-style-type: none"> <li>• Provision of an evaluation report by the Northern Territory in accordance with the evaluation methodology agreed at Milestone 1.</li> </ul>	12/07/2024	\$0.0m

The Parties have confirmed their commitment to this schedule as follows:

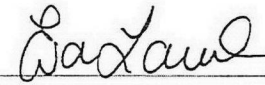
*Signed for and on behalf of the Commonwealth  
of Australia by*

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**The Honourable Jason Clare MP**  
Minister for Education

[Day] [Month] [Year]

*Signed for and on behalf of the  
Northern Territory by*




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**The Honourable Eva Lawler MLA**  
Minister for Education

<sup>27</sup>/<sub>6</sub>/<sup>23</sup>  
[Day]/[Month] [Year]

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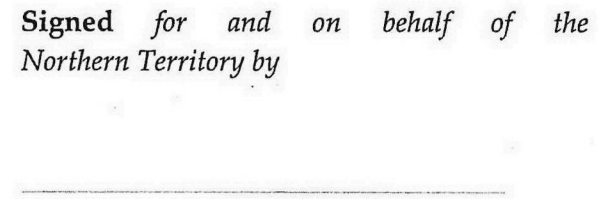
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The Honourable Jason Clare MP  
Minister for Education

[Day] [Month] [Year]

27 JUN 2023

Signed for and on behalf of the  
Northern Territory by

  
The Honourable Eva Lawler MLA  
Minister for Education

[Day] [Month] [Year]