

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 Victoria
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 design of a pilot to reduce teachers' administrative burden through:</p> <ol style="list-style-type: none"> 1. greater support from additional Education Support Staff to undertake tasks currently taking teacher time that do not require the skills and qualifications of a registered teacher (~ 5 schools); and/or 2. modernized delivery of templates and forms for individual student planning through modern, cloud-based integrated technology solutions (~100 schools). <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>Victoria will make an upfront investment in pilot design, with the initial funds the Commonwealth has made available for 2023-24. During the funded Design phase, Victoria will explore the relative merits and feasibility of the two different Pilot designs described above, both of which are focused on reducing the administrative burden placed on teachers. Victoria will report back to the Commonwealth on the findings of this Design phase, to support high-value co-investment in the Delivery phase from 2024-25, subject to feasibility and efficacy outcomes. The Pilot would be implemented in schools that have student populations at greater disadvantage.</p>


<p>Estimated financial contributions</p>	<p>The Commonwealth will provide an estimated total financial contribution to Victoria of \$0.25m in respect of this Schedule.</p> <hr/> <p>Table 1 (\$ 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>0.25</td> <td>0.25</td> <td>0.0</td> <td>0.0</td> <td>0.50</td> </tr> <tr> <td><i>Less estimated National Partnership Payments</i></td> <td>0.25</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.25</td> </tr> <tr> <td>- Victoria</td> <td>0.0</td> <td>0.25</td> <td>0.0</td> <td>0.0</td> <td>0.25</td> </tr> <tr> <td>Balance of non-Commonwealth contributions</td> <td>0.0</td> <td>0.25</td> <td>0.0</td> <td>0.0</td> <td>0.25</td> </tr> </tbody> </table> <hr/>		2022-23	2023-24	2024-25	2025-26	Total	Estimated total budget	0.25	0.25	0.0	0.0	0.50	<i>Less estimated National Partnership Payments</i>	0.25	0.0	0.0	0.0	0.25	- Victoria	0.0	0.25	0.0	0.0	0.25	Balance of non-Commonwealth contributions	0.0	0.25	0.0	0.0	0.25
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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 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 Victoria</u></p> <p>In addition to Clause 20 of the FFA (Role of the States and Territories) Victoria 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 assists teachers to support students with diverse needs. B) Implementing project(s) in accordance with agreed implementation plans. C) Providing reports to the Commonwealth in accordance with Table 2. D) 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>Victoria 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
Establishing the relative merits and feasibility of two different Pilot designs for reducing the administrative burden placed on teachers: a. use of Education Support staff; and b. use of technology to modernize templates and forms for individual student planning	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes: <ul style="list-style-type: none"> • A timeline for completion of key elements of the project • A high-level plan for collecting information about teacher workloads. • Approach to developing methodology used to inform an evaluation. • Quantifiable details of financial and in-kind contributions to the pilot. 	21/06/2023	\$0.25m
	<ul style="list-style-type: none"> • <u>Progress Report</u> Acceptance by the Commonwealth of a report which provides: • Information on the discovery phase which investigates the feasibility, efficiency and effectiveness of both pilot options. 	12 /03/2024	\$0.0m
	<u>Progress Report 2*</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> • Information on the design of the Pilot, including identification of specific schools where the Pilot will be implemented, Pilot duration, and evaluation criteria. • Details of the Third-Party Evaluators' design of evaluation methodology, finalisation of Pilot evaluation criteria, and validation of metrics and data collection to support evaluation. 	12/03/2025	\$0.0m
	<u>Evaluation Report*</u> Provision of an evaluation report by Victoria in accordance with the evaluation methodology agreed at Milestone 1.	20/08/2025	\$0.0m

* The delivery of performance milestones will be subject to scoping and feasibility assessment of pilots sought in the design phase and confirmation of future funding for the implementation of performance milestones.

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

Signed for and on behalf of the Commonwealth
of Australia by


A large, stylized handwritten signature in blue ink, which appears to be 'Jason Clare', is written over the printed text. A large blue circle is drawn around the signature and the text below it.

The Honourable Jason Clare MP
Minister for Education

[Day] [Month] [Year]

20 JUN 2023

Signed for and on behalf of the
State of Victoria by


A handwritten signature in blue ink, which appears to be 'Natalie Hutchins', is written over the printed text.

The Honourable Natalie Hutchins MP
Minister for Education

28/06/2023