

## 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 Western Australia
Duration	This Schedule is expected to expire on 31 October 2027 or on completion of the initiatives, including final performance reporting and processing of final payments against milestones.
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 supports the delivery of the <b>Reducing Teacher Workload Using Digital Forms pilot</b>, the <b>Generative Artificial Intelligence (AI) pilot</b>, and the <b>Parent Liaison Officers pilot</b>.</p> <p>Any 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><b>Reducing Teacher Workload Using Digital Forms pilot</b></p> <p>The digital forms pilot will provide teachers and school staff with a consistent, accessible and efficient way to share information, request services and complete regular reporting responsibilities.</p> <p>The digital form pilot will be implemented across public schools in the Western Australian education system via the WA Department's intranet, Ikon.</p> <p><b>Generative Artificial Intelligence (AI) pilot</b></p> <p>This pilot is a cross-sectoral initiative using generative Artificial Intelligence (AI) to reduce the workload in lesson planning and learning activities for teachers in the adoption and adaptation of the Australian Curriculum version 9.</p> <p>The Western Australian Department of Education in partnership with Catholic Education WA (CEWA) and the Association of Independent Schools WA (AISWA) together with the School Curriculum and Standards Authority (the Authority) will implement this pilot.</p>

### Parent Liaison Officers pilot

The Parent Liaison Officers pilot will trial increased support for teachers and school leaders to reduce the workload associated with parent and carer communications, with a particular focus on the management of conflict situations and mediation.

The pilot will strengthen the existing Parent Liaison Office by providing funding to employ up to 7 full time equivalent specialists with expertise in inclusivity and cultural responsiveness and high-level mediation, negotiation and conflict resolution skills.

These additional specialists will provide support to schools in managing parent and carer communications and conflict situations to reduce teacher and school leader workloads, as well as addressing the mental load and associated effects of conflict management.

Estimated financial contributions

The Commonwealth will provide an estimated total financial contribution to Western Australia of \$4.9 million in respect of this Schedule.

Reducing Teacher Workload Using Digital Forms pilot

<b>(\$ million)</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>Total</b>
<b>Estimated total budget</b>	<b>1.106</b>	<b>0.465</b>	<b>0.233</b>	<b>0.0</b>	<b>1.804</b>
<i>Less estimated National Partnership Payments</i>	0.900	0.0	0.0	0.0	0.900
Balance of non-Commonwealth contributions	0.206	0.465	0.233	0.0	0.904

Generative Artificial Intelligence (AI) pilot	<b>Table 1B</b>					
	<b>(\$ million)</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>Total</b>
	<b>Estimated total budget</b>	<b>2.586</b>	<b>1.192</b>	<b>0.830</b>	<b>0.057</b>	<b>4.665</b>
	<i>Less estimated National Partnership Payments</i>	2.306	0.0	0.0	0.0	2.306
	Balance of non-Commonwealth contributions	0.280	1.192	0.830	0.057	2.359
Note: The Association of Independent Schools Western Australia/Catholic Education Western Australia (project support) will make an in-kind contribution of \$0.294 million.						
Parent Liaison Officers pilot	<b>Table 1C</b>					
	<b>(\$ million)</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>Total</b>
	<b>Estimated total budget</b>	<b>0.0</b>	<b>2.221</b>	<b>0.589</b>	<b>0.583</b>	<b>3.393</b>
	<i>Less estimated National Partnership Payments</i>	0.0	1.694	0.0	0.0	1.694
	Balance of non-Commonwealth contributions	0.0	0.527	0.589	0.583	1.699

Additional terms	<p><u>In addition to Clause 19 of the FFA (Role of the Commonwealth) the Commonwealth will be responsible for:</u></p> <ul style="list-style-type: none"><li>A) Providing reporting templates for reports detailed in Table 2.</li><li>B) Facilitating high-level reporting to the Education Ministers Meeting (EMM) on national implementation and outcomes from National Teacher Workforce Action Plan Action 12.</li></ul> <p><u>Role of Western Australia:</u></p> <p>In addition to Clause 20 of the FFA (Role of the States and Territories) Western Australia will be responsible for:</p> <ul style="list-style-type: none"><li>A) Ensuring that in line with the National Teacher Workforce Action Plan, the pilot 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.</li><li>B) Implementing project(s) in accordance with agreed implementation plans.</li><li>C) Providing reports to the Commonwealth in accordance with Table 2.</li><li>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.</li></ul> <p>Western Australia will be required to match the Commonwealth's funding contribution to the project(s), noting contributions may be provided in-kind.</p>
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**Table 2: Performance requirements, reporting and payment summary**

Output	Performance milestones	Report due	Payment
Delivery of The Reducing Teacher Workload Using Digital Forms Pilot.	<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	\$0.9m (Paid)
	<u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• An update on the implementation of the pilot including where and how the pilot was implemented (number of schools, etc.).</li> <li>• Details on the development and implementation of digital forms using existing technology and integration with existing technologies.</li> </ul>	15/12/2023	\$0.0m
	<u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• Details on how the digital forms have been integrated into Department systems and applications.</li> <li>• Details on any improved digital forms created based on addition of any new technology and integrations.</li> </ul>	16/08/2024	\$0.0m
	<u>Evaluation Report</u> <ul style="list-style-type: none"> <li>• Provision of an evaluation report by Western Australia in accordance with the evaluation methodology agreed in the implementation plan.</li> </ul>	30/05/2025	\$0.0m
Delivery of The Generative AI pilot	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes a timeline for completion of key elements of the project and a proposed evaluation methodology to assess the impact of the pilot.	30/06/2024	\$2.306m (Paid)
	<u>Progress Report 1</u>	31/01/2025	\$0.0m

<p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of Western Australia’s financial and in-kind contributions to the pilot.</li> <li>• Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>		
<p><u>Progress Report 2</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of Western Australia’s financial and in-kind contributions to the pilot.</li> </ul>	31/07/2025	\$0.0m
<p><u>Progress Report 3</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including:</li> </ul>	31/01/2026	\$0.0m

	<ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> <li>• Next steps in pilot implementation.</li> <li>• Details of Western Australia’s financial and in-kind contributions to the pilot.</li> </ul>		
	<p><u>Progress Report 4</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of Western Australia’s financial and in-kind contributions to the pilot.</li> </ul>	31/07/2026	\$0.0m
	<p><u>Evaluation Report</u></p> <p>Provision of an evaluation report by Western Australia in accordance with the agreed evaluation methodology.</p>	09/04/2027 (WA end of Term 1, 2027)	\$0.0m
Delivery of The Parent Liaison Officers pilot	<p><u>Implementation Plan</u></p> <p>Acceptance by the Commonwealth of an implementation plan that includes a timeline for completion of key elements of the project and a proposed evaluation methodology to assess the impact of the pilot.</p>	04/02/2025	\$1.694m
	<p><u>Progress Report 1</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including:</li> </ul>	31/07/2025	\$0.0m



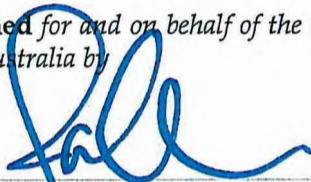
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<p><u>Progress Report 3</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of Western Australia’s financial contribution to the pilot.</li> </ul>	31/07/2026	\$0.0m
<p><u>Progress Report 4</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p>	31/01/2027	\$0.0m



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	<p><u>Evaluation Report</u>  Provision of an evaluation report by Western Australia in accordance with the agreed evaluation methodology.</p>	31/07/2027	\$0.0m

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

Signed for and on behalf of the Commonwealth  
of Australia by

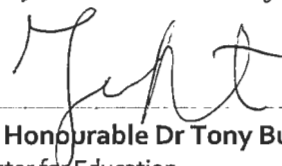


The Honourable Jason Clare MP  
Minister for Education

[Day] [Month] [Year]

20/1/25

Signed for and on behalf of the  
State of Western Australia by



The Honourable Dr Tony Buti MLA  
Minister for Education

[Day] [Month] [Year]

21/1/25