

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 New South Wales
Duration	This Schedule is expected to expire on 30 September 2027 or on completion of the initiatives, including final performance reporting and processing of final payments against milestones.
Purpose	<p>This 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 School Administration Improvement Program pilot, the NSWEduChat Trial Expansion to All Staff pilot, the School Admin Reduction Program pilot, the Mastery in Mathematics pilot, the CeChat – A Generative AI in Schools pilot, and the Reducing Teacher Workload: Assessment, Marking and Feedback pilot.</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>School Administration Improvement Program pilot</p> <p>This pilot will provide additional funding to schools to alleviate immediate administrative workload pressure points through the allocation of additional School Administrative and Support Staff (SASS). The Commonwealth co-funded pilot will deliver an additional cohort of SASS support to the schools most in need.</p> <p>The Pilot will:</p> <ul style="list-style-type: none"> • deliver 22 additional support and administrative staff FTE across 19 schools and target schools with low socio-economic indicators who have volunteered to be part of a broader

School Administration Improvement Program

- encourage schools to think differently around how administrative / non-teacher work can be reallocated from a teacher to alternative support resourcing.

NSWEduChat Trial Expansion to All Staff pilot

NSWEduChat is a teaching and learning tool powered by generative artificial intelligence (AI), which can support teachers with a range of teaching, learning and administrative tasks, including:

- support for explicit teaching idea generation, differentiated learning resource materials, marking criteria creation and student feedback
- policy retrieval
- communication tasks such as emails and newsletters.

The pilot supports the expansion of the NSWEduChat trial to enable access for all staff system-wide, with the aim of increasing understanding of:

- NSWEduChat's impact on teacher workload reduction
- opportunities to use AI to assist teachers.

Specifically, the pilot will support the scaling of NSWEduChat to staff in approximately 700 schools and fund an additional feature allowing users to upload documents, to assist with workload reduction.

The pilot aligns to the Australian Framework for Generative Artificial Intelligence in Schools and the NSW Artificial Intelligence Assessment Framework.

School Admin Reduction Program pilot

Building on the School Administration Improvement Program implemented across 2023-24, this pilot will provide 25.2 Full Time Equivalent (FTE) additional administrative support staff across approximately 66 New South Wales government sector schools for Terms 2-4 of the 2025 New South Wales public school calendar year (28 April – 19 December 2025).

The pilot will also support teacher and school leader workload reduction through:

- guidance and development of central resources on administrative and operational processes with consideration to diverse school settings
- additional support and guidance on using additional administrative staff resourcing strategically to meet local school needs and ensure sustained felt benefits
- role specific professional development training and capability uplift for administrative staff.

Mastery in Mathematics pilot

(implementation led by the National Catholic Education Commission)

This pilot contributes to the development and delivery of practical and adaptable curriculum resources and professional learning support in Year 9 and 10 mathematics, aligned to Stage 5 of the NSW Syllabus, the Australian Curriculum V9.0 and the Victorian Curriculum V2.0.

The pilot contributes to the delivery of:

- curriculum maps to support schools' planning
- adaptable and editable classroom materials including teacher presentation slides, student worksheets, reteach slides, daily review slide packs, checks for prior knowledge and formative lesson assessments (quizzes)
- professional learning to support teachers to implement resources with rigour and fidelity
- additional resources to support intervention for Year 9 and 10 students who have gaps in foundational numeracy skills, especially those facing systemic disadvantage and with diverse needs.

The resources will be freely available online to all teachers across all sectors and all jurisdictions for a minimum of three years.

Cechat - A Generative AI in Schools pilot

(implementation led by Catholic Schools NSW)

This pilot involves an AI-powered chatbot, tailored for Catholic education institutions across Australia, designed to reduce administrative burdens, streamline communication, and provide pedagogical support to educators. Cechat will be piloted in selected schools, with a focus on reducing teacher workloads by automating routine tasks and supporting educational leadership.

The pilot will support teacher workload reduction through:

- use of AI to reduce administrative burden of filling in forms
- generation of lesson plans and valuable, relevant class activities
- transcription of notes, conversations and other communications
- summarisation and analysis of student data
- developing and delivering an AI strategy within CENet to support existing and emerging school related business functions.

Cechat is being developed with a specific emphasis on supporting schools facing systemic disadvantage and assisting teachers working with students with diverse needs.

The pilot will comply with the Australian Framework for Generative Artificial Intelligence in Schools.

Reducing Teacher Workload: Assessment, Marking and Feedback pilot

(implementation led by the Association of Independent Schools of NSW)

This pilot will trial the application of a Teacher Workload Reduction Framework across multiple Independent schools, incorporating the use of tools including generative AI to reduce the time teachers spend each week on marking, assessment and feedback. The pilot's objective is to reduce the volume of hours spent by teachers on marking, assessment and feedback, allowing more time to be spent

	<p>on other core teaching tasks and collaboration.</p> <p>The pilot will include:</p> <ul style="list-style-type: none"> • developing the Teacher Workload Reduction Framework and developing and delivering the training for pilot schools to implement it • providing release time for teachers in pilot schools to undertake the required training, implement the Framework and apply the tools, and complete related trial activities • engaging any relevant academics or other external personnel to act as advisors or subject matter experts, or licensing any technology required to undertake the trial. <p>The pilot will comply with the Australian Framework for Generative Artificial Intelligence in Schools.</p>																								
<p>Estimated financial contributions</p> <p>School Administration Improvement Program pilot</p>	<p>The Commonwealth will provide an estimated total financial contribution of \$4.8m to NSW in respect of this Schedule.</p> <hr/> <p>Table 1A (\$ 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>1.600</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>1.600</td> </tr> <tr> <td><i>Less estimated National Partnership Payments</i></td> <td>0.800</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.800</td> </tr> <tr> <td>Balance of non-Commonwealth contributions</td> <td>0.800</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.800</td> </tr> </tbody> </table> <hr/>		2022-23	2023-24	2024-25	2025-26	Total	Estimated total budget	1.600	0.0	0.0	0.0	1.600	<i>Less estimated National Partnership Payments</i>	0.800	0.0	0.0	0.0	0.800	Balance of non-Commonwealth contributions	0.800	0.0	0.0	0.0	0.800
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NSWEduChat Trial Expansion to All Staff pilot	Table 1B					
	(\$ million)	2023-24	2024-25	2025-26	2026-27	Total
	Estimated total budget	0.0	2.250	0.750	0.0	3.000
	<i>Less estimated National Partnership Payments</i>	0.0	1.125	0.375	0.0	1.500
	Balance of non-Commonwealth contributions	0.0	1.125	0.375	0.0	1.500
School Admin Reduction Program pilot	Table 1C					
	(\$ million)	2023-24	2024-25	2025-26	2026-27	Total
	Estimated total budget	0.0	1.572	0.524	0.0	2.096
	<i>Less estimated National Partnership Payments</i>	0.0	0.786	0.262	0.0	1.048
	Balance of non-Commonwealth contributions	0.0	0.786	0.262	0.0	1.048
Mastery in Mathematics pilot	Table 1D					
	(\$ million)	2023-24	2024-25	2025-26	2026-27	Total
	Estimated total budget	0.0	0.270	0.186	0.0	0.456
	<i>Less estimated National Partnership Payments</i>	0.0	0.171	0.057	0.0	0.228
	Balance of non-Commonwealth contributions	0.0	0.099	0.129	0.0	0.228

<p>Cechat - A Generative AI in Schools pilot</p>	<p>Table 1E (\$ million)*</p> <table border="1"> <thead> <tr> <th></th> <th>2023-24</th> <th>2024-25</th> <th>2025-26</th> <th>2026-27</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Estimated total budget</td> <td>0.0</td> <td>1.267</td> <td>0.181</td> <td>0.0</td> <td>1.449</td> </tr> <tr> <td><i>Less estimated National Partnership Payments</i></td> <td>0.0</td> <td>0.543</td> <td>0.181</td> <td>0.0</td> <td>0.724</td> </tr> <tr> <td>Balance of non-Commonwealth contributions</td> <td>0.0</td> <td>0.724</td> <td>0.0</td> <td>0.0</td> <td>0.724</td> </tr> </tbody> </table> <p>*Numbers may not add up due to rounding</p>		2023-24	2024-25	2025-26	2026-27	Total	Estimated total budget	0.0	1.267	0.181	0.0	1.449	<i>Less estimated National Partnership Payments</i>	0.0	0.543	0.181	0.0	0.724	Balance of non-Commonwealth contributions	0.0	0.724	0.0	0.0	0.724
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<p>Reducing Teacher Workload: Assessment, Marking and Feedback pilot</p>	<p>Table 1F (\$ million)</p> <table border="1"> <thead> <tr> <th></th> <th>2023-24</th> <th>2024-25</th> <th>2025-26</th> <th>2026-27</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Estimated total budget</td> <td>0.0</td> <td>0.375</td> <td>0.625</td> <td>0.0</td> <td>1.000</td> </tr> <tr> <td><i>Less estimated National Partnership Payments</i></td> <td>0.0</td> <td>0.375</td> <td>0.125</td> <td>0.0</td> <td>0.500</td> </tr> <tr> <td>Balance of non-Commonwealth contributions</td> <td>0.0</td> <td>0.000</td> <td>0.500</td> <td>0.0</td> <td>0.500</td> </tr> </tbody> </table>		2023-24	2024-25	2025-26	2026-27	Total	Estimated total budget	0.0	0.375	0.625	0.0	1.000	<i>Less estimated National Partnership Payments</i>	0.0	0.375	0.125	0.0	0.500	Balance of non-Commonwealth contributions	0.0	0.000	0.500	0.0	0.500
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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 NTWAP Action 12.</p> <p><u>Role of New South Wales</u></p> <p>In addition to Clause 20 of the FFA (Role of the States and Territories) New South Wales will be responsible for:</p> <p>A) Ensuring that in line with the National Teacher Workforce Action Plan, the projects 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.</p>																								

- 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.

New South Wales will be required to match the Commonwealth's funding contribution to the project(s), noting contributions may be provided in-kind.

Table 2: Performance requirements, reporting and payment summary

Output	Performance milestones	Report due	Payment
<p>Delivery of the School Administration Improvement Program pilot</p>	<p><u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes:</p> <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 • Methodology used to inform an evaluation • Quantifiable details of financial and in-kind contributions to the pilot. <p><u>Progress Report 2023-24</u> Acceptance by the Commonwealth of a report which includes:</p> <ul style="list-style-type: none"> • Information on the schools participating in the pilot including location, school sizes, type, ICSEA, and staff vacancy levels. • Information on the administrative activities undertaken by School Administrative and Support Staff. 	<p>28/06/2023</p>	<p>\$0.80m (Paid)</p>
<p>Delivery of the NSW EduChat Trial Expansion to All Staff pilot</p>	<p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the evaluation methodology agreed at Milestone 1.</p> <p><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.</p> <p><u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> - the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan - details of where and how the pilot has been implemented (including the number of relevant schools) - any successes and/or challenges to date. 	<p>12/03/2024</p>	<p>\$0.0m</p>
		<p>31/03/2025</p>	<p>\$1.125m</p>
		<p>30/09/2025</p>	<p>\$0.300m</p>

	<ul style="list-style-type: none"> • A summary of risk and issue management, including: <ul style="list-style-type: none"> – key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales's total financial contribution to the pilot. • Final evaluation methodology, outlining how the impact of the pilot will be assessed. <p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>	30/01/2026	\$0.075m
<p>Delivery of the School Admin Reduction Program pilot</p>	<p><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.</p> <p><u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> – the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan – details of where and how the pilot has been implemented (including the names of relevant schools) – any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> – key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales's total financial contribution to the pilot. • Final evaluation methodology, outlining how the impact of the pilot will be assessed. 	31/03/2025	\$0.786m
	<p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>	29/08/2025	\$0.131m
	<p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>	31/03/2026	\$0.131m

<p>Delivery of the Mastery in Mathematics pilot</p>	<p><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.</p>	<p>31/03/2025</p>	<p>\$0.171m</p>
<p><u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> – the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan – details of where and how the pilot has been implemented – any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> – key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales’s total financial contribution to the pilot (including details of non-government school sector financial contributions). • Final evaluation methodology, outlining how the impact of the pilot will be assessed. 	<p>29/08/2025</p>	<p>\$0.057m</p>	
<p><u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> – the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan – details of where and how the pilot has been implemented – any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> – key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales’s total financial contribution to the pilot (including details of non-government school sector financial contributions). 	<p>31/07/2026</p>	<p>\$0.0m</p>	

<p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>	<p>31/03/2027</p>	<p>\$0.0m</p>
<p><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.</p>	<p>31/03/2025</p>	<p>\$0.543m</p>
<p><u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> - the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan - details of where and how the pilot has been implemented (including the names of relevant schools) - any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> - key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales's total financial contribution to the pilot (including details of non-government school sector financial contributions). • Final evaluation methodology, outlining how the impact of the pilot will be assessed. 	<p>29/08/2025</p>	<p>\$0.181m</p>
<p><u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> - the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan - details of where and how the pilot has been implemented (including the names of relevant schools) - any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> - key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. 	<p>31/07/2026</p>	<p>\$0.0m</p>
<p>Delivery of the CeChat - A Generative AI in Schools pilot</p>		

	<ul style="list-style-type: none"> • Next steps in the implementation of the pilot. • Details of New South Wales's total financial contribution to the pilot (including details of non-government school sector financial contributions). 			
	<p><u>Evaluation Report</u></p> <p>Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>	31/03/2027		\$0.00m
<p>Delivery of the Reducing Teacher Workload: Assessment, Marking and Feedback pilot</p>	<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>	31/03/2025		\$0.375m
	<p><u>Progress Report 1</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> – the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan – details of where and how the pilot has been implemented (including the names of relevant schools) – any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> – key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. 	29/08/2025		\$0.065m
	<p><u>Progress Report 2</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> • A summary of progress, including: <ul style="list-style-type: none"> – the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan – details of where and how the pilot has been implemented (including the names of relevant schools) 	30/01/2026		\$0.060m

	<ul style="list-style-type: none"> - any successes and/or challenges to date. • A summary of risk and issue management, including: <ul style="list-style-type: none"> - key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues. • Next steps in the implementation of the pilot. • Details of New South Wales's total financial contribution to the pilot (including details of non-government school sector financial contributions). 		
<p><u>Evaluation Report</u> Provision of an evaluation report by New South Wales in accordance with the agreed evaluation methodology.</p>		30/09/2026	\$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]

3 / 3 / 25

Signed for and on behalf of the
State of New South Wales by



The Honourable Prue Car MP
Minister for Education and Early Learning

[Day] [Month] [Year]

17 / 3 / 25