

## 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 31 December 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 supports the delivery of:</p> <ol style="list-style-type: none"> <li>1. <b>Design of a pilot to reduce teachers' administrative burden</b> through:             <ol style="list-style-type: none"> <li>a) greater support from additional <b>Education Support Staff</b> to undertake tasks currently taking teacher time that do not require the skills and qualifications of a registered teacher (~ 5 schools); and/or</li> <li>b) modernised delivery of templates and forms for individual student planning through modern, <b>cloud-based integrated technology solutions</b> (~100 schools).</li> </ol> </li> <li>2. The <b>Operational Teaching Assistants</b> pilot.</li> </ol> <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>Design of a pilot to reduce teachers' administrative burden</b></p> <p>Victoria will explore the relative merits and feasibility of the two different pilot designs described above ('Education Support Staff' and 'Cloud-based integrated technology solutions'), 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 through a Progress Report.</p>

	<p><b>Operational Teaching Assistants pilot</b></p> <p>Victoria will implement an Operational Teaching Assistants pilot, which will trial new teaching assistant roles in schools. The Operational Teaching Assistants pilot will be informed by the 'Education Support Staff' pilot feasibility study completed as part of the 'Design of a pilot to reduce teachers' administrative burden' project.</p> <p>The Operational Teaching Assistants pilot will trial new roles in schools to ease the administrative load on teachers and support teachers to focus on core teaching activities that require their professional skills and judgement. Over two years, from Term 3 2025 to Term 2 2027, a total of approximately 40 Operational Teaching Assistants will be employed in Victorian government and non-government schools as part of the pilot. Operational Teaching Assistants will be strategically deployed to maximise the workload reduction of teachers across 15 to 30 schools.</p> <p>Approximately 70 per cent of the Operational Teaching Assistant roles will be allocated to Victorian government schools, and approximately 30 per cent to Victorian non-government schools.</p> <p>The overwhelming majority (approximately 95 per cent) of funding for the Operational Teaching Assistants pilot, being the funding set out in Table 1B, will go towards salaries (and associated oncosts) associated with employing Operational Teaching Assistants.</p>																														
Estimated financial contributions	<p>The Commonwealth will provide an estimated total financial contribution to Victoria of \$4.25m in respect of this Schedule.</p>																														
Design of a pilot to reduce teachers' administrative burden	<table><tr><td><b>Table 1A</b></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td><b>(\$ million)</b></td><td><b>2022-23</b></td><td><b>2023-24</b></td><td><b>2024-25</b></td><td><b>2025-26</b></td><td><b>Total</b></td></tr><tr><td><b>Estimated total budget</b></td><td><b>0.250</b></td><td><b>0.250</b></td><td><b>0.0</b></td><td><b>0.0</b></td><td><b>0.500</b></td></tr><tr><td><i>Less estimated National Partnership Payments</i></td><td>0.250</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.250</td></tr><tr><td> Balance of non-Commonwealth contributions</td><td> 0.0</td><td> 0.250</td><td> 0.0</td><td> 0.0</td><td> 0.250</td></tr></table>	<b>Table 1A</b>						<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>0.250</b>	<b>0.250</b>	<b>0.0</b>	<b>0.0</b>	<b>0.500</b>	<i>Less estimated National Partnership Payments</i>	0.250	0.0	0.0	0.0	0.250	 Balance of non-Commonwealth contributions	 0.0	 0.250	 0.0	 0.0	 0.250
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Operational Teaching Assistants pilot	<table><tr><th>Table 1B (\$ million)</th><th>2023-24</th><th>2024-25</th><th>2025-26</th><th>2026-27</th><th>Total</th></tr><tr><td>Estimated total budget</td><td>0.0</td><td>3.000</td><td>3.040</td><td>2.000</td><td>8.040</td></tr><tr><td>Less estimated National Partnership Payments</td><td>0.0</td><td>3.000</td><td>1.000</td><td>0.0</td><td>4.000</td></tr><tr><td>Balance of non-Commonwealth contributions</td><td>0.0</td><td>0.0</td><td>2.040</td><td>2.000</td><td>4.040</td></tr></table> <p>Note: The Victorian Government will enter into funding agreements with the non-government school sector in Victoria to require approximately \$1.15 million of the non-Commonwealth contributions set out in Table 1B to be contributed by the sector.</p>	Table 1B (\$ million)	2023-24	2024-25	2025-26	2026-27	Total	Estimated total budget	0.0	3.000	3.040	2.000	8.040	Less estimated National Partnership Payments	0.0	3.000	1.000	0.0	4.000	Balance of non-Commonwealth contributions	0.0	0.0	2.040	2.000	4.040
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Additional terms	<p><u>Shared roles of the Commonwealth and Victoria</u></p> <p>A) The Parties will agree a reporting template for the reports detailed in Table 2.</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) 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.</p> <p>B) Implementing project(s) in accordance with agreed implementation plans.</p> <p>C) Providing reports to the Commonwealth in accordance with Table 2.</p> <p>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>E) Selecting the government schools and non-government schools to participate in the pilot.</p> <p>Victoria will be required to match the Commonwealth’s funding contribution to the project, noting contributions may be provided in-kind. Victoria’s contributions are set out in Tables 1A and 1B.</p>																								

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

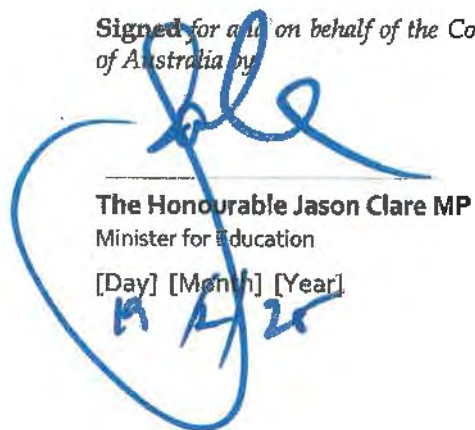
<b>Output</b>	<b>Performance milestones</b>	<b>Report due</b>	<b>Payment</b>
<b>Delivery of</b> <b>The design of a pilot to reduce teachers' administrative burden</b>	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes: <ul style="list-style-type: none"> <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>• Approach to developing methodology used to inform an evaluation.</li> <li>• Quantifiable details of financial and in-kind contributions to the pilot.</li> </ul>	21/06/2023	\$0.25m (Paid)
	<u>Progress Report</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• Information on the discovery phase which investigates the feasibility, efficiency and effectiveness of both pilot options.</li> </ul>	12/03/2024	\$0.0m
<b>Delivery of</b> <b>The Operational Teaching Assistants pilot</b>	<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.	28/03/2025	\$3.000m
	<u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides: <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> </ul>	30/10/2025	\$0.0m



	<ul style="list-style-type: none"> <li>• Details of Victoria's financial contribution to the pilot.</li> <li>• Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>		
	<u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides: <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 Victoria's financial contribution to the pilot.</li> </ul>	27/02/2026	\$1.000m
	<u>Progress Report 3</u> Acceptance by the Commonwealth of a report which provides: <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 Victoria's financial contribution to the pilot.</li> </ul>	30/10/2026	\$0.0m
	<u>Evaluation Report</u> Provision of an evaluation report by Victoria in accordance with the agreed evaluation methodology.	30/10/2027	\$0.0m

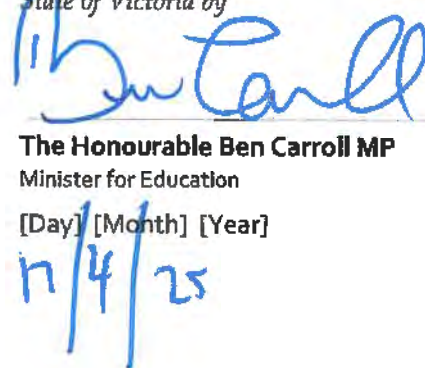
The Parties have confirmed their commitment to this schedule as follows:

Signed for and on behalf of the Commonwealth  
of Australia by



The Honourable Jason Clare MP  
Minister for Education  
[Day] [Month] [Year]  
19/4/25

Signed for and on behalf of the  
State of Victoria by



The Honourable Ben Carroll MP  
Minister for Education  
[Day] [Month] [Year]  
17/4/25