

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 31 December 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 Small School Shared Position Model pilot, the End-to-End Teacher Recruitment Model pilot, and the Shared Services Model – Top End Region 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>Small School Shared Position Model pilot</p> <p>The Small School Shared Position Model pilot supports workload reduction for teachers and school leaders in small remote and very remote schools in the Top End region through a shared service model. The pilot includes four shared positions, each tasked with responsibilities that reduce workloads by assisting teachers and school leaders with a range of administrative tasks, as well as providing professional support for participating schools, such as coaching and mentoring.</p> <p>End-to-End Teacher Recruitment Model pilot</p> <p>The End-to-End Teacher Recruitment Model pilot provides centralised staff recruitment support to reduce the workload and administrative burden associated with recruitment. A dedicated 'Talent Acquisition' team will provide direct support to schools, with each region allocated a contact to ensure service continuity.</p>

	<p>Under the pilot, a total of 10 FTE will support recruitment administration practices and applicant screening; facilitate centralised teacher recruitment campaigns; provide access to a hotline for busy school leadership teams; coordinate teacher transfers and placement of unattached officers in support of increased teacher permanency and mobility for retention; and provide workforce planning advice.</p> <p>Shared Services Model – Top End Region pilot</p> <p>Building on the Small School Shared Position Model pilot, which was implemented by the Northern Territory during 2023 and 2024, the Shared Services Model – Top End Region pilot will provide regionally centralised shared service support for remote and very remote schools in the Top End Region. Four shared positions, including a Curriculum Coach (Literacy), Secondary Provision specialist, Special Education Teacher (Wellbeing and Inclusion), and an Executive Support Officer, will reduce workloads and administration burden by supporting teachers and teaching principals. Participating schools are invested in the shared services model by way of financial contribution.</p> <p>Supports offered to schools participating in the pilot include coaching and mentoring; professional learning; modelling best practice; professional co-design; facilitating networking to build relationships and share successes and ideas across schools; and providing wellbeing support.</p>																														
<p>Estimated financial contributions</p> <p>Small School Shared Position Model pilot</p>	<p>The Commonwealth will provide an estimated total financial contribution to the Northern Territory of \$2.157m in respect of this Schedule.</p> <table><tr><th colspan="6">Table 1A</th></tr><tr><th>(\$ million)</th><th>2022-23</th><th>2023-24</th><th>2024-25</th><th>2025-26</th><th>Total</th></tr><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>Less estimated National Partnership Payments</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></table>	Table 1A						(\$ million)	2022-23	2023-24	2024-25	2025-26	Total	Estimated total budget	0.314	0.0	0.0	0.0	0.314	Less estimated National Partnership Payments	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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End-to-End Teacher Recruitment Model pilot	<table><tr><th colspan="5">Table 1B</th></tr><tr><th>(\$ million)</th><th>2024-25</th><th>2025-26</th><th>2026-27</th><th>Total</th></tr><tr><td>Estimated total budget</td><td>0.424</td><td>1.484</td><td>0.636</td><td>2.544</td></tr><tr><td>Less estimated National Partnership Payments</td><td>0.424</td><td>0.848</td><td>0.0</td><td>1.272</td></tr><tr><td>Balance of non-Commonwealth contributions</td><td>0.0</td><td>0.636</td><td>0.636</td><td>1.272</td></tr></table>	Table 1B					(\$ million)	2024-25	2025-26	2026-27	Total	Estimated total budget	0.424	1.484	0.636	2.544	Less estimated National Partnership Payments	0.424	0.848	0.0	1.272	Balance of non-Commonwealth contributions	0.0	0.636	0.636	1.272
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Shared Services Model – Top End Region pilot	<table><tr><th colspan="5">Table 1C</th></tr><tr><th>(\$ million)</th><th>2024-25</th><th>2025-26</th><th>2026-27</th><th>Total</th></tr><tr><td>Estimated total budget</td><td>0.242</td><td>0.850</td><td>0.364</td><td>1.456</td></tr><tr><td>Less estimated National Partnership Payments</td><td>0.242</td><td>0.486</td><td>0.0</td><td>0.728</td></tr><tr><td>Balance of non-Commonwealth contributions</td><td>0.0</td><td>0.364</td><td>0.364</td><td>0.728</td></tr></table>	Table 1C					(\$ million)	2024-25	2025-26	2026-27	Total	Estimated total budget	0.242	0.850	0.364	1.456	Less estimated National Partnership Payments	0.242	0.486	0.0	0.728	Balance of non-Commonwealth contributions	0.0	0.364	0.364	0.728
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Balance of non-Commonwealth contributions	0.0	0.364	0.364	0.728																						
Additional terms	<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.</p> <p>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.</p> <p>B) Providing reports to the Commonwealth in accordance with Table 2.</p> <p>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>																									

	The Northern Territory will be required to match the Commonwealth's funding contribution to the project(s), noting contributions may be provided in-kind.
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Table 2: Performance requirements, reporting and payment summary

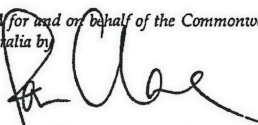
Output	Performance milestones	Report due	Payment
Delivery of the Small School Shared Position Model pilot	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes: <ul style="list-style-type: none"> • A timeline for completion of key elements of the project. • A high-level plan for collecting information about teacher workloads. • Methodology used to inform an evaluation. • Quantifiable details of financial and in-kind contributions to the pilot. 	28/06/2023	\$0.157m (Paid)
	<u>Progress Report</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> • Details on how the pilot has been implemented and progress against the implementation plan. 	18/12/2024	\$0.0m
	<u>Evaluation Report</u> <ul style="list-style-type: none"> • Provision of an evaluation report by the Northern Territory in accordance with the evaluation methodology agreed at Milestone 1. 	15/08/2025	\$0.0m
Delivery of the End-to-End Teacher Recruitment Model 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.	30/06/2025	\$0.424m
	<u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides: <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: 	28/11/2025	\$0.424m

	<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 pilot implementation. • Details of the Northern Territory's financial contribution to the pilot. • Final evaluation methodology, outlining how the impact of the pilot will be assessed. 		
	<u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides: <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 pilot implementation. • Details of the Northern Territory's financial contribution to the pilot. 	30/04/2026	\$0.424m
	<u>Evaluation Report</u> Provision of an evaluation report by the Northern Territory in accordance with the agreed evaluation methodology.	30/09/2027	\$0.0m
Delivery of the Shared Services Model – Top End Region 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.	30/06/2025	\$0.242m
	<u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides: <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 	28/11/2025	\$0.243m

	<ul style="list-style-type: none"> – details of where and how the pilot has been implemented (including the names of relevant schools) – any successes and/or challenges to date. <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 pilot implementation. • Details of the Northern Territory's financial contribution to the pilot. • Final evaluation methodology, outlining how the impact of the pilot will be assessed. 		
	<u>Progress Report 2</u> Acceptance by the Commonwealth of a report which provides: <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 pilot implementation. • Details of the Northern Territory's financial contribution to the pilot. 	30/04/2026	\$0.243m
	<u>Evaluation Report</u> Provision of an evaluation report by the Northern Territory in accordance with the agreed evaluation methodology.	30/09/2027	\$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 Honorable Jason Clare MP
Minister for Education

[Day] [Month] [Year]

26/6/25.

Signed for and on behalf of the
Northern Territory by


The Hon Jo Hersey MLA
Minister for Education and Training

[Day] [Month] [Year]

27 JUN 2025