



Annual Report 2013–2014



Department of
**Aboriginal and
Torres Strait Islander
and Multicultural Affairs**

16 September 2014

The Honourable Glen Elmes MP
Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs
and Minister Assisting the Premier

Level 6B Neville Bonner Building
75 William Street
BRISBANE QLD 4000

Dear Minister

I am pleased to present the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs Annual Report 2013–2014, including the financial statements.

This report outlines the activities and achievements of the department in relation to Aboriginal and Torres Strait Islander and Multicultural Affairs. I certify that this annual report complies with the:

- prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*
- detailed requirements set out in the Annual Report Requirements for Queensland Government Agencies.

A checklist outlining the annual reporting requirements can be accessed at www.datsima.qld.gov.au/datsima/about-us/corporate-publications/annual-report.

Yours sincerely

James Purtill
Director-General

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

This is an exciting time for all of us as we forge a new path towards the full participation of our customer communities in Queensland's rich economic, cultural and social life. In the coming year, we will continue to work with all levels of government, industry and the community to further progress this important reform agenda which is focused on delivering improved outcomes for our clients.

Director–General’s message

I have great pleasure in presenting the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs Annual Report for 2013–2014.

Our department operates in a particularly challenging and complex environment. It is shaped by the second largest Aboriginal and Torres Strait Islander population of all the states and territories, significantly lower employment and workforce participation rates for Aboriginal and Torres Strait Islander Queenslanders than non-Indigenous Queenslanders, and nearly 10 per cent of Queensland residents that speak a language other than English at home.

To respond to these challenges, and to take advantage of the opportunities that they present, we commenced a significant transformation process by setting a new strategic direction and realigning the department’s structure in early 2014.

I believe that our clear, shared vision will enable us to better focus on the work we undertake with our strategic partners to ensure that Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds participate fully in Queensland’s vibrant economic, social and cultural life. This involves working with industry and other partners to improve employment and business opportunities, addressing land tenure issues, removing the barriers to home ownership, and ensuring that Aboriginal and Torres Strait Islander communities have a bigger say in their economic future.

As the lead agency in Aboriginal and Torres Strait Islander and Multicultural Affairs, our department has a special role in leading and driving significant whole-of-government reforms. Over the past year, we released the *Queensland Aboriginal and Torres Strait Islander Economic Participation Framework and Action Plan* which aims to increase employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders. We also released the *Queensland Cultural Diversity Policy and Action Plan*, which, together, provide the road map for improving language independence, education participation and attainment, economic independence, and community participation for people from culturally diverse backgrounds.

This also involves working with our partners to support the continued development and growth of strong, culturally diverse communities in all areas of Queensland; to celebrate, embrace and respect diversity; and to contribute to a Queensland where no one gets left behind.

This is an exciting time for all of us as we forge a new path towards the full participation of our customer communities in Queensland’s rich economic, cultural and social life. In the coming year, we will continue to work with all levels of government, industry and the community to further progress this important reform agenda which is focused on delivering improved outcomes for our clients.

I would like to congratulate and thank all staff within my department for embracing our new reform agenda and for the many achievements of 2013–2014. I also wish to thank my predecessors, Ben Klaassen and Debbie Best, for their hard work and dedication. The commitment and dedication of everyone to delivering improved programs and services across Queensland ensures that we are able to deliver quality outcomes for our client groups and contribute to delivering on the government’s objectives for Queensland.

James Purtill
Director–General

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In June 2014, the department changed its service structure from Aboriginal and Torres Strait Islander Affairs and Multicultural Affairs, to Economic Participation and Community Participation, in line with the department's strategic direction for 2014–2018.

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Our vision and strategic objectives

The department's long-term vision is that Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds contribute to and enjoy Queensland's prosperity and lifestyle.

The department has seven strategic objectives:

1. promote, broker and advocate for improved employment and business opportunities (see page 10)
2. advocate for, and support our partners in delivering, improved access to culturally effective education, employment, health, housing, child safety and justice services (see page 17)
3. deliver quality essential retailing services, and community and personal histories services, to Aboriginal and Torres Strait Islander Queenslanders (see page 22)
4. protect Queensland's cultural heritage and promote the celebration of Aboriginal and Torres Strait Islander history and cultures (page 23)
5. fund and support organisations in promoting the benefits of cultural diversity and in building community capacity (see page 24)
6. promote and advocate for a culturally responsive justice system and a community-based approach to addressing local safety issues (see page 27)
7. create a capable, innovative and responsive organisation (see page 29).

What we do

The department provides:

- whole-of-government leadership in Aboriginal and Torres Strait Islander policy, coordination and monitoring, and the delivery of services to Aboriginal and Torres Strait Islander Queenslanders. This includes key policy and program initiatives in the areas of:
 - employment and business development
 - land tenure resolution, housing and land development in remote communities
 - integrated infrastructure coordination and delivery in remote communities
 - cultural heritage
 - cultural capability and engagement
 - Cape York Welfare Reform
 - community participation
 - retailing services in six remote locations
 - community and personal histories services.
- whole-of-government leadership in cultural diversity policy and engagement with people from culturally diverse backgrounds. This includes policy and program initiatives, such as the Local Area Multicultural Partnerships and Community Action for a Multicultural Society programs.

In June 2014, the department changed its service structure from Aboriginal and Torres Strait Islander Affairs and Multicultural Affairs, to Economic Participation and Community Participation, in line with the department's strategic direction for 2014–2018. Traditionally, the department has provided social policy advice to support its core business. While this important social policy work will continue, the department will focus more of its efforts on delivering services to Aboriginal, Torres Strait Islander and culturally diverse communities to deliver increased economic participation as the key enabler to improving social outcomes.

The department also reviewed and realigned its organisational structure in June 2014 to reflect the service areas of Economic Participation and Community Participation. Further information regarding the revised structure can be found on page 37.

Our clients and stakeholders

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) clients are Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds within Queensland. In addition, the department provides guidance and advice to government on the delivery of culturally appropriate (i.e. culturally capable) services to its client communities.

The department works closely with other levels of government, industry, non-government organisations and community representatives to improve outcomes for DATSIMA's clients.

Our operating environment

DATSIMA was established on 3 April 2012, under the *Public Service Act 2008* as a result of machinery-of-government changes.

The department contributes to the following four government community objectives:

- growing a four-pillar economy
- delivering better infrastructure and better planning
- revitalising frontline services
- restoring accountability in government.

The 2013–2017 DATSIMA Strategic Plan set the direction for the department over a four-year period. The plan identified the department's strategic risks which assisted in determining priority strategies.

Early in 2014, as part of the development of the department's new strategic direction, a strategic risk assessment was conducted that identified the following new strategic risks:

- **Strategic influence:** failure to strategically influence government agencies, industry and the non-government sector to deliver improved employment and community participation outcomes for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds
- **Disaster management – preparedness:** failure to effectively prepare for significant disaster events
- **Disaster management – recovery and resilience:** failure to effectively recover from significant disaster events

- **Knowing our communities:** failure to effectively engage with Aboriginal and Torres Strait Islander communities and culturally diverse communities
- **Staff capability:** lack of alignment between staff capabilities and the department's current and future business needs.

These new strategic risks have been monitored, treated and regularly reported to ensure the effective achievement of the department's strategic objectives and long-term vision.

The department spent \$103 million between 1 July 2013 and 30 June 2014 on the delivery of Aboriginal and Torres Strait Islander Affairs services and Cultural Diversity Queensland services.

The department also administers a number of instruments of legislation which are detailed in Appendix 1.

Our people

As at 30 June 2014, the department had 359 full-time equivalent (FTE) staff. Of these, 13 per cent were in corporate roles and 87 per cent were in non-corporate roles, which included positions such as planning and engagement officers, cultural heritage officers, regional cultural heritage coordinators, Retail Store managers, assistant store managers and community and personal histories officers. A total of 193 full-time equivalent staff (54%) were located in regions, at either a regional office or in a Retail Store.

Our Minister

The department supports the Honourable Glen Elmes MP, Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs and Minister Assisting the Premier; David Kempton MP, Assistant Minister for Aboriginal and Torres Strait Islander Affairs; and Robert Cavallucci MP, Assistant Minister for Multicultural Affairs.

02 Our financial performance

6 Summary of financial performance

Summary of financial performance

This financial summary provides an overview of the department's financial performance for 2013–2014.

Performance measure		
Percentage of DATSIMA services delivered within agreed budget allocation		
Target	Actual	Status
100%	100%	✓

During 2013–2014, income, including revenue from government, amounted to \$105 million and expenses were \$103.4 million, resulting in an operating surplus of \$1.6 million. This reflects a surplus achieved in Retail Stores' operation which will be re-invested in maintaining and improving plant and equipment essential for the ongoing provision of quality food, drinks and variety products in these communities, plus revenue received in advance from the Australian Government to be expended in 2014–2015.

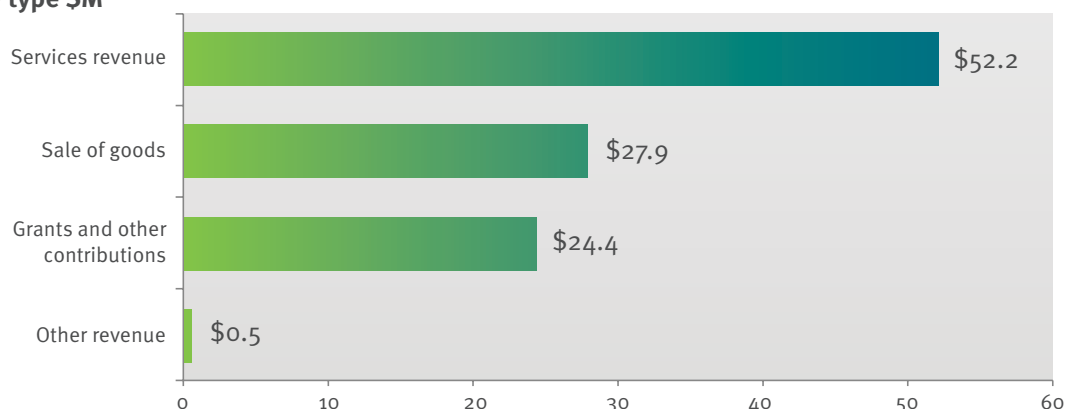
Income

Figure 1 shows the income across items for 2013–2014.

Total income (\$105 million) for 2013–2014 included:

- \$52.2 million in services revenue from the Queensland Government
- \$27.9 million from the sale of goods in the Retail Stores
- \$24.4 million in grants and other contributions mainly from the Australian Government for the National Partnership Agreement on Remote Indigenous Housing and associated projects
- \$0.5 million in other revenue.

Figure 1 – Revenue by type \$M



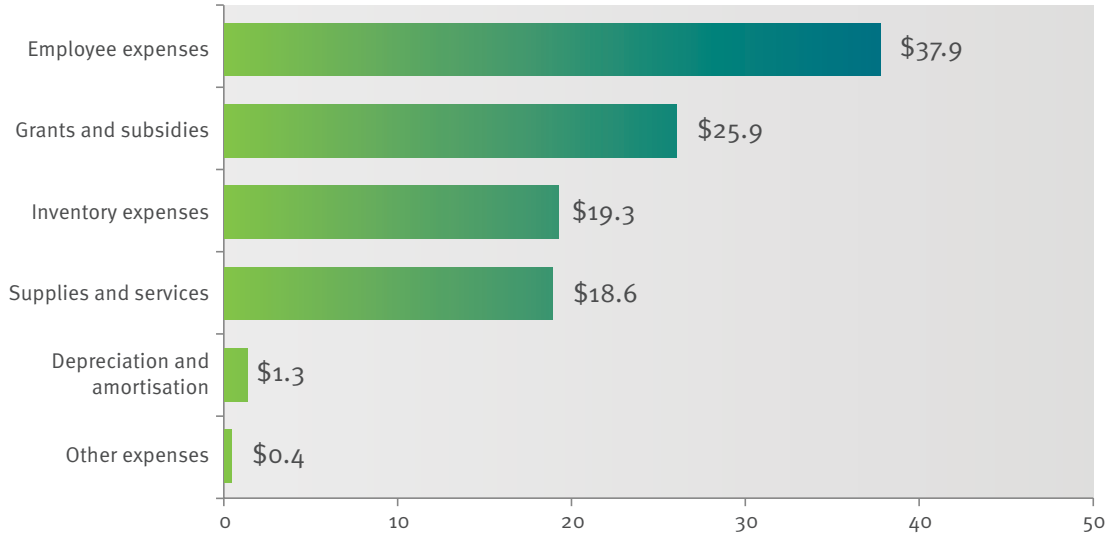
Expenditure

Figure 2 shows the expenditure across items for 2013–2014.

The department delivered its services through departmental staff, the provision of grants and contributions to local governments, non-government organisations and community groups, and the engagement of technical experts in the areas of land surveys, road infrastructure planning engineering and land tenure negotiation. The department also incurred expenditure in inventory and operational costs in the Retail Stores.

Total expenses (\$103.4 million) for 2013–2014 included:

- \$37.9 million on employee expenses
- \$25.9 million on grants expenditure, including infrastructure development works, service procurement for Cape York Welfare Reform communities and cultural diversity initiatives
- \$19.3 million on the purchase of inventory for resale in the Retail Stores
- \$18.6 million on supplies and services
- \$1.3 million on depreciation and amortisation expenses
- \$0.4 million on other expenses.

Figure 2 – Operating expenditure by type \$M

Comparison to last year

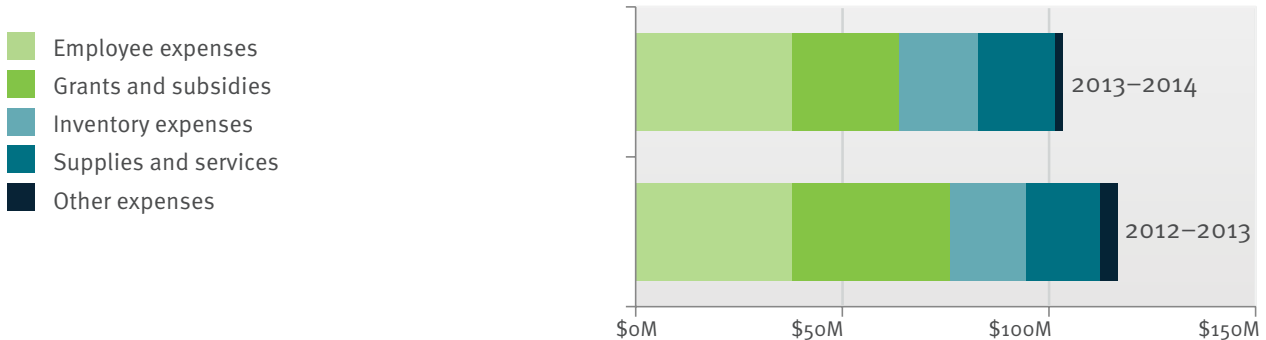
Expenditure for the department in 2013–2014 was \$13.2 million less than in 2012–2013 (Figure 3), mainly in the infrastructure development works undertaken in remote Indigenous communities under the National Partnership Agreement on Remote Indigenous Housing.

Employee expenses were maintained at the same level. Inventory expenditure increased slightly, due to higher sale of goods in the Retail Stores.

Other expenses decreased due to a \$1.6 million one-off non-cash adjustment in 2013 related to the 2012 machinery-of-government change.

Financial position

The department was in a positive financial position at the end of the 2013–2014 financial year. Total equity was \$42.1 million, representing an increase of \$1.8 million from the previous year. This increase reflects the retained surpluses for the year and includes cash transferred to the department from the Department of Communities, Child Safety and Disability Services for capital works on property transferred at the 2012 machinery-of-government change.

Figure 3 – Expenditure comparison to last year (2013–2014)

Assets

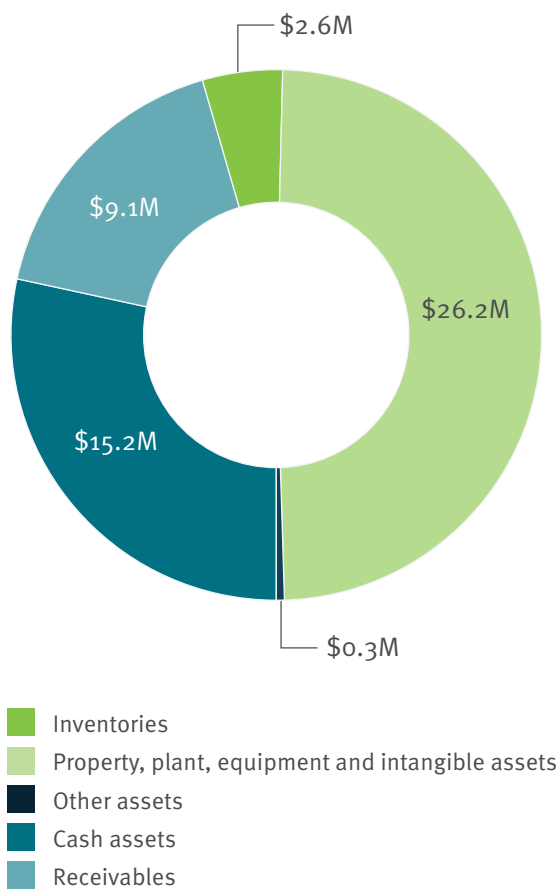
Total assets held by the department at 30 June 2014 (Figure 4) were \$53.4 million, which included:

- \$26.2 million in property, plant, equipment and intangible assets
- \$15.2 million in cash assets
- \$9.1 million in receivables
- \$2.6 million in inventories
- \$0.3 million in other assets.

The cash balances are required to fund payables outstanding at 30 June 2014 and include the funding received in advance for Remote Indigenous Land and Infrastructure Program projects to be undertaken in 2014–2015, and retained surpluses.

Property, plant and equipment comprise land and buildings located in remote areas of Far North Queensland, Cape York Peninsula and Torres Strait, including Retail Stores, employee houses and improved and vacant land.

Figure 4 – Assets \$M



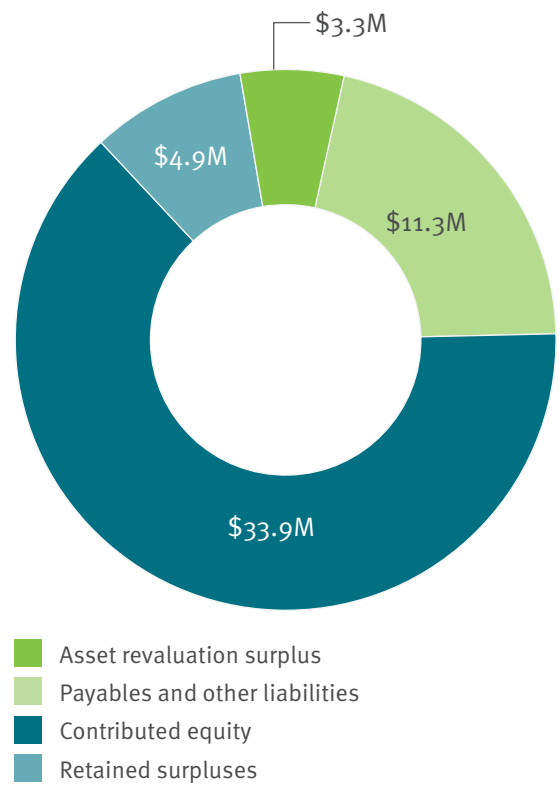
Liabilities and equity

Total liabilities and equity held by the department at 30 June 2014 (Figure 5) were \$53.4 million, which included:

- \$33.9 million in contributed equity
- \$11.3 million in payables and other liabilities
- \$4.9 million in retained surpluses
- \$3.3 million in asset revaluation surplus

Payables and other liabilities included expenditure accrued but not yet paid in relation to the Remote Indigenous Land and Infrastructure Program and other grants and accrued employee benefits.

Figure 5 – Liabilities and equity \$M



Administered items

The department administered the payment of \$1.6 million to the Family Responsibilities Commission in support of its Cape York Welfare Reform activities in the 12 months to 30 June 2014.

In addition, the department administered the payment of \$6.6 million to the Western Cape Communities Trust under the Western Cape Communities Co-existence Agreement.

The department also holds administered cash assets of \$0.5 million for the Aboriginal Welfare Fund.

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Economic independence

1. STRATEGIC OBJECTIVE

Promote, broker and advocate for improved employment and business opportunities.

GOVERNMENT OBJECTIVE

Grow a four-pillar economy (tourism, resources, agriculture, construction).

The department has a key leadership role in promoting, brokering and advocating for improved employment and business opportunities for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds.

During 2013–2014, this included:

- releasing the *Queensland Aboriginal and Torres Strait Islander Economic Participation Framework and Action Plan*
- creating job opportunities for Aboriginal and Torres Strait Islander and culturally diverse Queenslanders by brokering industry agreements with partners from the private and non-government sectors
- delivering the 2013–2014 Economic Participation Grants Programs for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds
- implementing the Cape York Peninsula Tenure Resolution Program to identify and transfer land for employment and business opportunities, and nature conservation
- extending Cape York Welfare Reform
- supporting the Queensland Aboriginal and Torres Strait Islander Foundation Board and the Public Trustee in providing educational scholarships for Aboriginal and Torres Strait Islander young people, and facilitating the awarding of scholarships for Australian South Sea Islander university students.

What our stakeholders said...

64.2% were satisfied with the advice we provided to **improve economic and home ownership outcomes** for Aboriginal people and Torres Strait Islander people, compared with 57.1 per cent in 2013.

Economic Participation Framework released

In December 2013, the department released the *Queensland Aboriginal and Torres Strait Islander Economic Participation Framework* (the Framework).

The Framework provides a basis for individuals, communities, government, industry, and the non-government sector to work together to support the economic independence of Aboriginal people and Torres Strait Islander people by increasing their involvement in Queensland's economy.

Specifically, the Framework seeks to:

- promote individual responsibility and opportunity, particularly through education and training
- address barriers to economic participation
- enhance economic participation through industry partnerships and business growth.

The Framework also guided the development of a comprehensive whole-of-government Action Plan containing a suite of initiatives that government departments will undertake to give effect to the priorities in the Framework. Specifically, the *Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan* (the Action Plan) provides 34 actions across 12 agencies that will be implemented by the government in partnership with other stakeholders.

The Action Plan, reflects the key role of training, including the establishment of a new Indigenous Vocational Education and Training Partnership providing \$1 million per financial year to 2016–2017.

This partnership will provide accredited training and assessment services that will improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders. The Action Plan outlines how these pathways to economic participation will be strengthened by government engaging directly with industry to broker employment opportunities.

Together, these actions will ensure that effort to improve individual capability through education and skills development is linked to real employment and business opportunities.

Job opportunities facilitated

Performance measure		
Number of jobs for Aboriginal people and Torres Strait Islander people facilitated by DATSIMA*		
Target	Actual	Status
300	398	✓

* Includes employment opportunities: generated or funded by the department, resulting from industry-level agreements, or created as a result of the National Partnership Agreement on Remote Indigenous Housing rollout.

During 2013–2014, the department facilitated 398 jobs for Aboriginal and Torres Strait Islander jobseekers across Queensland. These jobs included:

- where the department had a key project leadership role, or where the department funded a particular project
- resulting from industry-level agreements brokered by the department
- created as part of the rollout of the National Partnership on Remote Indigenous Housing.

It also reflects the work undertaken by regions in partnering with potential employees, employers, employment agencies and other departments to address barriers, identify opportunities and provide direct links to paid employment. Examples of the work undertaken by regions during 2013–2014, included:

- **Torres Strait** – the implementation of the Drive to Work Project which resulted in 90 learner and 30 provisional Queensland driver licences being awarded to Aboriginal and Torres Strait Islander young people between the ages of 16 and 30 years

- **Remote Indigenous Land and Infrastructure Program Office** – the Indigenous Drivers Licensing Open Day, held in Weipa, provided a one-stop-shop to assist Aboriginal and Torres Strait Islander jobseekers overcome the barriers to employment by obtaining a Queensland learner or provisional driver licence and/or a birth certificate. Fifty-three people attended the open day with eight birth certificates being issued. This enabled four individuals to obtain both a learner licence and proof of identity for school enrolment
- **Far North Queensland** – in partnership with national retail outlet, Kmart, 20 Aboriginal and Torres Strait Islander young people were provided with the opportunity to apply for employment at the new Cairns Central store. Three of these applicants were successful in securing employment
- **North Queensland** – the region implemented three projects in the Aboriginal and Torres Strait Islander communities of Townsville, Mount Isa and Mackay, resulting in 25 employment placements. Specifically, the Be Deadly Program generated 15 employment placements, Project 313 generated four employment placements, and the Glencore Mining Project generated six employment placements
- **Central Queensland** – identified employment opportunities by working with potential employers, which resulted in nine Aboriginal and Torres Strait Islander jobseekers undertaking training and securing paid employment on a Hervey Bay civil construction project
- **South East Queensland (North)** – secured 58 work placements for Aboriginal people and Torres Strait Islander people in various occupations ranging from tourism, hospitality, retail and construction
- **South East Queensland (South)** – the Village Road Show Project on the Gold Coast provided 20 Aboriginal and Torres Strait Islander students with a Certificate III in Hospitality and Tourism through a school-based traineeship at the seven Village Roadshow Theme Parks. Participants who completed the traineeship were guaranteed a job opportunity
- **South West Queensland** – supported 80 Aboriginal people and Torres Strait Islander people to gain employment as cleaners and land management staff with Iman Operations Pty Ltd.

Industry agreements implemented

Aboriginal and Torres Strait Islander Queenslanders

A key action under the *Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan* commits the department to partnering with companies in the four-pillar industries and the broader economy to increase employment of Aboriginal people and Torres Strait Islander people.

During 2013–2014, the department implemented agreements with peak bodies in the resource, construction, agriculture and tourism sectors, building on agreements with peak bodies in the agriculture and construction sectors.

These agreements enhance opportunities for the economic participation of Aboriginal and Torres Strait Islander businesses and individuals in a range of industries, and provide the foundation for securing direct employment outcomes.

The department has had success in working directly with major companies in the resource and civil construction sectors that have resulted in employment outcomes for Aboriginal and Torres Strait Islander candidates. For example, the department assisted BHP Billiton-Mitsubishi Alliance to source suitable Aboriginal employees and Torres Strait Islander employees for their Caval Ridge and Daunia mines. Over 300 jobseekers attended information sessions, with BHP Billiton-Mitsubishi Alliance selecting 51 applicants. One year later, those same 51 people continue to be employed with BHP Billiton-Mitsubishi Alliance.

The department has also had success in the tourism sector. Under a partnership agreement with the Queensland Tourism Industry Council, 51 Aboriginal people and Torres Strait Islander people were placed into employment and another 39 received training to assist them to find work in the tourism sector. This work delivered on an action in the government's first *July–December 2012 Six Month Action Plan* – an action intended to enhance industry networks, build industry-awareness, and identify industry best-practice approaches to improve Aboriginal and Torres Strait Islander economic participation.

In addition, in the Torres Strait an Integrated Planning and Service Delivery Action Plan is in place to improve the employment and business outcomes, and the independence of Torres Strait Islander people, through greater cross-government collaboration on development opportunities. Key successes during 2013–2014 included the Maritime Skills Pathway and the review of the Torres Strait Fisheries, subsequent to the determination of the Native Title Sea Claim Part 1 in August 2013. Key priorities include the provision of higher-level training to enable local staff to take on greater independence in the management of their local services including, child care and Ranger programs. Access to tertiary education through the James Cook University Campus on Thursday Island is enabling local people to undertake nursing training and other external courses.

Queenslanders from culturally diverse backgrounds

The Queensland Government has brokered two new and innovative partnerships with the private and non-government sectors to create new employment opportunities for culturally diverse Queenslanders.

A Memorandum of Understanding between the Queensland Government and beef producer-exporter, Stanbroke Pty Ltd was signed in February 2014.

As part of this agreement, Stanbroke is working with specialist job service provider, Access Community Services Ltd, to supply and support 50 new recruits from culturally diverse backgrounds at Stanbroke's Lockyer Valley facilities.

A second Memorandum of Understanding between the Queensland Government and JBS Australia Pty Ltd was signed in May 2014. This agreement commits JBS Australia Pty Ltd to employing 30 Queenslanders from culturally diverse backgrounds at the company's Rockhampton facilities.

Economic Participation Grants allocated

In 2013–2014, the department supported a wide range of initiatives and projects designed to increase the economic participation of Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds.

Aboriginal and Torres Strait Islander Queenslanders

Performance measure		
Number of Economic Participation Grants allocated through the grants round		
Target	Actual	Status
13	13	✓

The department approved the total funding of \$487,000 for 13 community-based initiatives and projects during 2013–2014 across Queensland to support Aboriginal people and Torres Strait Islander people.

Key achievements related to these community-based initiatives, included:

- the **Drive to Work Project** in the Torres Strait achieved 90 learner and 30 provisional driver licences for 16 to 30 year olds. This will assist in providing suitable applicants for the Earth Moving Warriors Project in 2014–2015, which will generate 20 job placements
- the **Pride in Employment Program**, delivered in Cairns, Far North Queensland, provided direct employment and training outcomes for 20 Aboriginal and Torres Strait Islander school leavers
- the **Project 313** in Mackay, North Queensland resulted in 26 Year-12 students commencing Certificate III courses with registered training organisations. Three of these students have been offered traineeships and four have secured full-time employment
- the **Queensland Workforce Skilling Strategy – Indigenous Employment Program** in Gladstone, Central Queensland, provided one week of specialised training, which connected four Aboriginal and Torres Strait Islander participants to employment opportunities with Buel

- the **Aboriginal and Torres Strait Islander Employment Placement Event Project** in Gympie, South East Queensland (North), comprised eight employment events which supported 25 Aboriginal and Torres Strait Islander jobseekers aged 17 to 25 years, to explore potential employment opportunities with a range of local business representatives
- the **Braking the Cycle into Employment Program** in Logan City, South East Queensland (South), assisted 15 Aboriginal and Torres Strait Islander young people to transition into employment by gaining their provisional driver licence
- the **Agriculture Employment Project** in St George, South West Queensland, provided mentoring for six Aboriginal people and Torres Strait Islander people employed in the agricultural industry.

Queenslanders from culturally diverse backgrounds

In February 2014, the Honourable Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs, Glen Elmes MP, announced the new Economic Participation Grants Program. Funding under the Economic Participation Grants Program, totalling \$289,000, was awarded to 14 projects across Queensland to be held between 1 July 2014 and 30 June 2015.

This new program offered grants to assist eligible local government and non-government organisations to deliver innovative projects that support economic independence and participation, as well as business development for Queenslanders from culturally diverse backgrounds, particularly newly-arrived immigrants and humanitarian entrants.

Local Government organisations in Queensland were eligible for one-off funding of up to \$40,000 under a partnership with one or more non-government organisations. Non-government incorporated organisations were eligible for one-off funding of up to \$20,000.

Through this initiative, the creation of more jobs and business opportunities for culturally diverse Queenslanders is expected, building economic independence and business ventures across the state.

Employment and business opportunities in Cape York

Cape York Peninsula Tenure Resolution Program

Performance measure		
Number of hectares of state land and/or national parks on Cape York Peninsula transferred to Traditional Owners		
Target	Actual	Status
392,590 ha	355,000 ha	X

**The 2013–2014 annual target for this measure has not been met due to the Mary Valley land transfer being delayed to 2014–2015. This delay was necessary to allow all parties to reach a consensus on access and use of natural resources from the property post-transfer as Aboriginal land.*

The Cape York Peninsula Tenure Resolution Program (CYPTRP) involved working with Traditional Owners and other stakeholders to identify and transfer land for employment and business opportunities and nature conservation. Through this program, the state is changing the tenure of identified properties to Aboriginal freehold land, allowing Traditional Owners to return to live on country and pursue employment and business opportunities in grazing, forestry and mining.

Areas of significant conservation are being dedicated as jointly-managed national parks where tourism opportunities are being actively promoted. The state is also converting existing national parks to jointly-managed national parks, with Aboriginal freehold as the underlying tenure.

In 2013–2014, seven national parks in the Cape Melville area were converted to Cape York Peninsula Aboriginal national park land and six small nearby islands were transferred as Aboriginal freehold land, totaling 355,000 hectares.

Other key achievements resulting from the CYPTRP were:

- working cooperatively with the Department of National Parks, Recreation, Sport and Racing to implement joint management of national parks and associated Aboriginal and Torres Strait Islander Ranger employment and land management services
- supporting 19 Aboriginal land trusts and corporations to implement land management projects and to hold meetings for statutory compliance and decision-making, and coordinating governance training, knowledge sharing and tourism workshops.

In 2014–2015, the department aims to complete the tenure resolution of properties covering at least 700,000 hectares, including Mary Valley, Strathmay, Crosby, Dixie, Wulpan, Killarney and Shelburne. In addition to this, the department hopes to significantly advance negotiations and tenure resolution of a further five properties, including Mt Jack, Battle Camp, Upper Bridge Creek, Mclvor River and Starcke unallocated state land.

Cape York Welfare Reform

The department has a key role in leading the Cape York Welfare Reform (CYWR), which includes overseeing the operations of the Family Responsibilities Commission (FRC).

CYWR is a partnership between the Queensland Government, the Australian Government, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.

One of the key objectives of the reform is to increase employment and business opportunities for Aboriginal people residing in the reform communities.

During 2013–2014, the CYWR achieved the following:

- provided immediate assistance to the Hope Vale Banana Farm following Cyclone Ita, by re-directing \$37,000 to meet the wages of farm workers. The Hope Vale Banana Farm, which supports 17 local jobs, processed its first commercial harvest of around 28,000 cartons last year. Cyclone Ita caused major destruction to the farm this year
- the Queensland Government, Australian Government and Hope Vale Aboriginal Shire Council are working together with the Banana Farm and other partners to ensure the Banana Farm recovers quickly
- economic development opportunities supported by CYWR included:
 - development of the Coen Cultural Centre to a Visitor Information Centre
 - supporting young people into the resource industry through funding placements to the Myuma prevocational program
 - funding to complete Everlina Plaza, the new retail precinct in Hopevale
 - construction of a new art workshop in Mossman Gorge to supply the Gateway Centre with local art
 - providing business development officers and a women's enterprise development facilitator, as well as funds to assess viability and develop business plans for projects such as tourism trails and quarrying

- cost efficiencies have been achieved and local authority has been further enhanced, by:
 - ensuring that 19 FRC Local Commissioners are now able to take on more of the conferencing following recent legislative change
 - enabling the FRC to impose 90 per cent income management levels, in addition to the previous 60 per cent and 75 per cent income management levels
- land and administrative reforms have been undertaken, including the opportunity for ordinary freehold tenure, paving the way for future home ownership and economic development
- efficiencies within the existing budget allocation were achieved, which will fund the proposed extension of the FRC into Doomadgee.

Employment opportunities in social housing

The Remote Indigenous Land and Infrastructure Program Office's Indigenous Employment and Training (IET) team was established late in 2011. The IET team works in partnership with remote Aboriginal and Torres Strait Islander communities to support increased employment and training opportunities arising out of social housing construction and maintenance, and infrastructure development. This, in turn, underpins economic growth and independence within these communities.

The IET team maintain Skills Profiles for each community to support maximising local Aboriginal and Torres Strait Islander workers with suitable skills and experience to be engaged in construction activities undertaken by contractors within these communities.

The IET team also works to support local business development through the creation and maintenance of Community Capacity Statements for each discrete Aboriginal and Torres Strait Islander community. These statements are designed to promote and provide up-to-date information on locally available goods, services and workforce data from local Aboriginal and Torres Strait Islander businesses.

Additionally, the IET team works closely with Aboriginal and Torres Strait Islander local councils to promote and support the development of community workforce capability so that interested councils are able to undertake either specific aspects of construction or undertake the delivery of new houses where they have the capability.

During 2013–2014:

- the total number of jobs being held by Aboriginal and Torres Strait Islander workers in government construction was 1,811 full-time equivalents (FTE). This is an increase of 426 FTE, compared with the 2012–2013 period
- opportunities for local Aboriginal and Torres Strait Islander community members to improve their skills and future workforce capability in the building and civil construction industry was steady with 36 apprentices and 38 trainees participating in these projects in June 2014.

With regards to the development and implementation of the new Training Policy, the IET team provided input and assistance to the Department of Education, Training and Employment and Construction Skills Queensland, as well as providing support to discrete Indigenous communities, in transitioning from the Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects (IEP 20% Policy) to the new training policy requirements.

Employment and training opportunities in remote communities

Performance measure		
Percentage of Aboriginal people and Torres Strait Islander people employed from local communities by Retail Stores		
Target	Actual	Status
85%	86%	✓

The department operates six Retail Stores in remote Aboriginal communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda. Five of these are owned by the Queensland Government.

The Retail Stores promote local employment, training and skills development. At 30 June 2014, the Retail Stores employed 55 FTE staff in a range of roles. Most of the in-store staff were employed on a casual basis so the actual number of staff is 76 people working at the stores in the communities. Overall, 86 per cent of store employees identified as Aboriginal or Torres Strait Islander.

The department invests heavily in professional industry-standard training for the Retail Stores' management team and staff on an ongoing basis.

A large percentage of Retail Stores' staff have undertaken nationally accredited training in retail via Certificate II, III and IV, and diploma level training, as delivered by the National Retail Association. Training is ongoing to meet business requirements and staff turnover and includes specific training in food safety, forklift operations, first aid and workplace health and safety.

Further information regarding the contribution of Retail Stores to delivering quality essential retailing services, is provided on page 22.

Queensland Aboriginal and Torres Strait Islander Foundation Scholarships build in-demand skills

The Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF) is an independent public foundation providing a secure funding source for bursaries and scholarships through interest earned on a Trust Fund. The Trust Fund was established with the unspent money allocated by government to the Aboriginal and Torres Strait Islander Wages and Savings Reparations Program and the Aborigines Welfare Fund.

Under the Trust Deed, the Minister recommends appointments for QATSIF's Board of Advice to the Public Trustee. The department provides support to QATSIF's secretariat, when requested, such as facilitating contacts with relevant government agencies, promoting the work and achievements of QATSIF and providing advice. As a charitable trust, QATSIF reports separately on the achievement of its objectives.

The QATSIF Queensland Certificate of Education Scholarship Support Program aims to increase the number of Aboriginal and Torres Strait Islander students achieving senior school qualifications. The program is undertaken in collaboration with the state, Catholic and independent school sectors, along with state and Australian Government education stakeholders.

Successful schools received scholarship support for two years to enable selected students starting Year 11 to complete their secondary education. At the end of 2013, QATSIF scholarships had been awarded to more than 2,400 students and almost 1,100 scholarship recipients had graduated from Year 12.

Australian South Sea Islander Scholarships build in-demand skills

In 2001, the Queensland Government established the Australian South Sea Islander Community Foundation (ASSICF) to provide university scholarships for Australian South Sea Islander undergraduate students to address disadvantage in the area of education, building in-demand skills for employment.

ASSICF is independently managed by The Public Trustee and is a sub-fund of the Queensland Community Foundation. The Queensland Government donated \$100,000 to the sub-fund in 2001, and individuals and the corporate sector are invited to make financial contributions. The administration of scholarships is facilitated by the department.

Nine continuing scholarship recipients were in receipt of scholarships during 2013–2014.

To demonstrate ongoing support for the community, the Minister approved a \$20,000 donation to the ASSICF sub-fund in June 2014. The department also supported community efforts to encourage donations during 2013–2014.

Quality frontline services

2. STRATEGIC OBJECTIVE

Advocate for, and support our partners in delivering, improved access to culturally effective education, employment, health, housing, child safety and justice services.

GOVERNMENT OBJECTIVES

- » Revitalise frontline services
- » Deliver better infrastructure and planning.

The department is committed to promoting and advocating for improved access to culturally effective education, employment, health, housing, child safety and justice services for Aboriginal, Torres Strait Islander and culturally diverse Queenslanders.

During 2013–2014, this was achieved by:

- implementing urban and regional place-based initiatives for Aboriginal and Torres Strait Islander Queenslanders
- improving regional engagement and support for culturally diverse communities
- supporting the implementation of the social housing program and removing the barriers to home ownership for Aboriginal and Torres Strait Islander Queenslanders
- continuing to build the evidence-base about what works to reduce Aboriginal and Torres Strait Islander disadvantage
- providing secretariat support for the Cabinet Committee on Aboriginal and Torres Strait Islander Affairs (CCATSIA) and the Senior Officers' Group on Aboriginal and Torres Strait Islander Affairs
- releasing the new *Language Services Policy and Guidelines*
- implementing recommendations of the Multicultural Affairs Queensland business model review.

Access to frontline services

Aboriginal and Torres Strait Islander Queenslanders

What our stakeholders said...

72.7% *were satisfied with the advice we provided to improve access to services by Aboriginal people and Torres Strait Islander people, compared with 66.1 per cent in 2013.*

During 2013–2014, the department implemented urban and regional place-based initiatives to improve access to culturally effective frontline services and improve participation in the Queensland economy.

To achieve this, the department's regional offices worked in partnership with the private sector, government agencies, the non-government sector and local Aboriginal and Torres Strait Islander communities. Local community-based initiatives included:

- **Torres Strait** – brokered support from the Regional Jobs Service Provider for James Cook University basic numeracy, literacy and IT community workshops. The workshops resulted in five Tertiary Access Course enrolments at James Cook University
- **Far North Queensland** – partnered with Tourism and Events Queensland to provide advice on Aboriginal and Torres Strait Islander cultural considerations at the Australian Tourism Exchange, and to link existing cultural tourism companies with local Aboriginal and Torres Strait Islander jobseekers at the events

- **Remote Indigenous Land and Infrastructure Program Office** – partnered with the Hope Vale Aboriginal Shire Council and the Hope Vale Community Safety Working Group to implement the Hope Vale Child Safety Awareness Project to build the capacity of families in order to reduce and prevent child and family abuse resulting in fewer notifications to Child Safety Services
- **North Queensland** – partnered with Dovetail, Queensland Health to address the recent increase in substance abuse, particularly petrol sniffing on Palm Island by delivering workshops and training to the community and developing a Local Inhalant Action Plan. In addition, the Community Action Mentoring Program – One People All Linked group was formed, to lead and drive strategies to reduce substance abuse. This included the Menzies data collection, submissions for a Pulse Centre, OPAL fuel rollout, and parent and youth working groups
- **Central Queensland** – engaged with key stakeholders to provide 18 Aboriginal people and Torres Strait Islander people with the opportunity to undertake Certificate II qualifications that will lead to potential employment as multi-skilled health support workers at St Stephens Hospital, Blue Care or other allied health providers. In partnership with the Department of Education, Training and Employment, a further eight Aboriginal and Torres Strait Islander jobseekers undertook training to secure paid employment in the Tyre-Servicing and Automotive Industry
- **South East Queensland (North)** – in responding to the new economic participation agenda, the region conducted a comprehensive redesign of all its Urban Participation Reference Groups and North Coast network groups to ensure that the terms of reference for operating these groups focused on employment, enterprise development and in-demand skills. The refocussing of these groups resulted in 58 Aboriginal people and Torres Strait Islander people being placed into meaningful and sustainable employment
- **South East Queensland (South)** – developed a localised action plan to address the social and economic issues faced by Aboriginal people and Torres Strait Islander people in Logan. The *Logan City of Choice Action Plan* identifies key priority areas and has supported two place-based projects to address issues identified in the plan
- **South West Queensland** – funded the Kulila Indigenous Kindergarten to support 27 Aboriginal and Torres Strait Islander kindergarten children to participate in water safety and swimming lessons, as well as Indigenous dance lessons.

Queenslanders from culturally diverse backgrounds

What our stakeholders said...

78.1% *were satisfied with the advice we provided to improve access to services for people from culturally diverse backgrounds, compared with 73.3 per cent in 2013.*

Since October 2013, two temporary Cultural Diversity Officers have been out-posted in the Woodridge regional office to improve engagement with local communities and inform the development of responsive service delivery approaches.

The *Queensland Cultural Diversity Policy* commits the department to developing a new program for culturally diverse Queenslanders to address identified regional and urban needs.

Development of a new service approach is currently underway and will be in place by 1 July 2015.

Access to social housing services

What our stakeholders said...

71% *were satisfied with the advice we provided to improve access to social housing by Aboriginal people and Torres Strait Islander people, compared with 63.9 per cent in 2013.*

Through the Remote Indigenous Land and Infrastructure Program Office (Program Office), the department worked 'on-the-ground' to resolve long-standing land tenure, infrastructure planning and development issues and improve land administration capabilities in Queensland's remote discrete Aboriginal and Torres Strait Islander communities. These activities included:

- whole-of-community surveys
- road and lot surveys
- land use planning schemes
- obtaining Native Title compliance
- developing subdivisions where new serviced lots are required
- enabling home ownership on Aboriginal and Torres Strait Islander land.

In 2013–2014, the Program Office worked with all levels of government and with Aboriginal and Torres Strait Islander communities to deliver the following:

Social housing leases

- Negotiated 302 lots under the 40-year social housing leases in 14 discrete Indigenous local government areas, with a further 352 lots under Deed of Agreement to Lease, to enable new houses to be built or existing houses refurbished.

Community survey work undertaken

- Completed and registered four road plans, one of which was on the mainland and three in the Torres Strait.
- Commenced surveys on the remaining seven Torres Strait Island community road plans.
- Completed 519 social housing lease surveys to facilitate social housing leasing and future home ownership opportunities.
- Consultation has been completed and survey process commenced for the Community Survey Program (whole-of-community survey) in 31 of the 34 communities.

Planning schemes progressed

- Three planning schemes were adopted and came into effect during 2013–2014. This included the Planning Scheme for Kowanyama which won the Planning Institute of Australia's National Award for Excellence.
- A total of 11 draft planning schemes were also developed in 2013–2014 and are at various stages of approval, including:
 - four draft planning schemes completed for public notification and awaiting adoption by councils to seek approval from the Honourable Minister for State Development, Infrastructure and Planning for gazettal
 - four draft planning schemes approved by the Honourable Minister for State Development, Infrastructure and Planning for gazettal to come into effect early in 2014–2015
 - three draft planning schemes lodged for State Interest Review and awaiting a response from the Department of State Development, Infrastructure and Planning. The scheme for Torres Strait Islander Regional Council is the most complex and is in final stages of completion before State Interest Review.

Indigenous Land Use Agreements (ILUAs) developed

- Obtained Native Title compliance to enable new housing subdivisions in Mapoon, Wujal Wujal, Lockhart River, Aurukun and Mornington Island.

New subdivisions developed

- Worked with relevant agencies and councils to ensure 305 lots of suitably serviced land were available in order for Queensland to meet its remote housing target under the National Partnership Agreement for Remote Indigenous Housing (NPARIH) program across 14 communities.
- Continued to provide coordinated assistance to the two non-NPARIH communities, Cherbourg and Yarrabah, to facilitate social housing.

Home ownership delivered

What our stakeholders said...

61.9% *were satisfied with the advice we provided to improve home ownership outcomes for Aboriginal people and Torres Strait Islander people, compared with 58.1 per cent in 2013.*

Removing bureaucratic roadblocks and other barriers to home ownership on Aboriginal and Torres Strait Islander land, and creating home ownership on freehold land, is critical to ensuring Aboriginal and Torres Strait Islander Queenslanders have access to home ownership.

Barriers removed

- Received, processed and monitored 77 Home Ownership Expression of Interest assessments from across 10 discrete communities.
- Further enabled the sale of existing social housing to Aboriginal and Torres Strait Islander residents in discrete communities by working in partnership with the Department of Housing and Public Works, Department of Natural Resources and Mines, Trustees, local councils and Indigenous Business Australia. The Trustee for Woorabinda formally approved the sale price for social housing dwellings in 2013–2014.
- Continued to develop and coordinate the process to enable the issue of 99-year leases to purchasers by providing expert advice and support to applicants and Trustees on issues such as Native Title

compliance, town planning, tenure resolution, road encroachment and lot-by-lot surveys. In 2013–2014, the first 99-year lease enabling private home ownership in Queensland was signed and work commenced on the roll out of Planning Schemes, Indigenous Land Use Agreements and all community surveys.

- Worked in collaboration with the Departments of Natural Resources and Mines and Housing and Public Works to grant 14 *Land Holding Act (Katter) Leases*.

Created opportunities for home ownership on freehold land

- Assisted in creating opportunities for Hope Vale residents to pursue home ownership on freehold land, with five residents already having purchased and built their home, and a further six residents negotiating land contracts.
- Joined with the Department of Natural Resources and Mines to introduce the *Aboriginal and Torres Strait Islander Land (Providing Freehold) and Other Legislation Amendment Bill 2014*, which allows Aboriginal and Torres Strait Islander communities to enjoy normal freehold.

Closing the Gap on Aboriginal and Torres Strait Islander disadvantage

The department continued its work to ensure that Aboriginal people and Torres Strait Islander people in Queensland have the same opportunities and life outcomes as non-Indigenous Queenslanders. The department maintained its efforts toward closing the gap in Indigenous disadvantage through the work of the Indigenous-specific and mainstream National Partnership Agreements.

Up until June 2013, the Queensland Government was signatory to seven Indigenous-specific National Partnership Agreements. Five of these agreements have expired. The remaining two are the National Partnership Agreement on an Indigenous Clearinghouse, which is due to conclude in September 2014, and the National Partnership Agreement on Remote Indigenous Housing. This is a collaboration between the Queensland Department of Housing and Public Works and the DATSIMA Remote Indigenous Land and Infrastructure Program Office – which will expire on 30 June 2018.

The National Partnership Agreement on Remote Service Delivery (RSD) has seen service delivery improvements in six RSD communities through the implementation of this agreement. These improvements included improved access to early childhood health and education and parenting support through the funding of new Children and Family Centres in Doomadgee and on Mornington Island, and the establishment of a Training Centre at Aurukun. This National Partnership Agreement, which funded Australian Government regional staff to support remote Indigenous service delivery, expired on 30 June 2014.

During 2013–2014, the department also provided funding of \$153,000 to support the Closing the Gap Clearinghouse National Partnership Agreement to help build the evidence-base about what works to reduce Aboriginal and Torres Strait Islander disadvantage.

Cabinet Committee on Aboriginal and Torres Strait Islander Affairs

The Cabinet Committee on Aboriginal and Torres Strait Islander Affairs (CCATSIA), established in December 2012, oversees the implementation of government priorities for Aboriginal and Torres Strait Islander Affairs and delivers on real and sustainable outcomes for Aboriginal and Torres Strait Islander Queenslanders.

The committee comprises Ministers with key responsibilities for achieving outcomes for Aboriginal people and Torres Strait Islander people and their communities. Its key objectives are to:

- direct and facilitate reform of Aboriginal and Torres Strait Islander policy, programs, service delivery and investment to be coherent and coordinated and based on shared responsibility across portfolios, including, where appropriate, with the Australian Government
- identify effective practices which could be replicated
- address intractable issues (those which require a concerted whole-of-government effort to bring about sustainable change) by providing leadership and direction on Aboriginal and Torres Strait Islander issues at the highest levels
- contribute to identifying cost savings and efficiencies by enhancing program coordination, eliminating policy overlap and reducing duplication of services and effort across portfolios.

During 2013–2014, the department provided ongoing secretariat support to the Cabinet Committee, which met on six occasions to consider key strategic Aboriginal and Torres Strait Islander issues.

During 2013–2014, the Cabinet Committee considered:

- the roll out of the social housing and refurbishment program in remote communities
- Indigenous home ownership and freehold land proposals
- the alcohol management plan review and actions to address sly-grogging in communities
- actions to address significant issues in the Doomadgee community (particularly school attendance)
- strategies to support Indigenous Queenslanders to obtain a good education, gain employment and build economic opportunities within their communities
- the *Queensland Aboriginal and Torres Strait Islander Economic Participation Framework* and associated *Action Plan*
- options for the future of Cape York Welfare Reform in Queensland.

Quality language services delivered

The Queensland Government recognises that the ability to communicate effectively in English is a key element in ensuring equality of opportunity for every Queenslander. It also acknowledges that access to quality language support continues to be necessary for those individuals who need assistance to communicate effectively with government services and to participate fully in other aspects of the community.

The *Language Services Policy* seeks to ensure that Queenslanders from culturally diverse backgrounds, with limited understanding of English, have access to the full range of government services through the use of interpreters and translated information.

During 2013–2014, the department conducted a review of the current whole-of-government *Language Services Policy* to ensure that the policy is meeting its objective of improving access to interpreters and translated information for people accessing Queensland Government and funded community services.

The revised *Language Services Policy* and *Guidelines* are expected to be released early in the 2014–2015 financial year.

Business model review recommendations implemented

All recommendations from the former Multicultural Affairs Queensland (now Cultural Diversity Queensland) business model review—which related to improving access to services by culturally diverse Queenslanders—have been implemented or responded to, including:

- the review of Cultural Diversity Queensland’s funding model resulting in the development of an outcomes-focused funding model (Valuing Diversity Grants and Economic Participation Grants) in conjunction with the new *Queensland Cultural Diversity Policy*
- strengthening Cultural Diversity Queensland’s whole-of-government leadership role, including the development of a new whole-of-government *Queensland Cultural Diversity Policy* and the establishment of a high level Senior Officers Group (SOG) chaired by DATSIMA’s Director-General. The purpose of the SOG is to provide strategic advice on current and emerging issues, champion improved service delivery and promote geographic-specific outcomes. A strong focus of the SOG will be on developing employment opportunities for new and emerging community members.

Quality frontline services

3. STRATEGIC OBJECTIVE

Deliver quality essential retailing services and community and personal history services to Aboriginal and Torres Strait Islander Queenslanders.

GOVERNMENT OBJECTIVES

- » Revitalise frontline services
- » Deliver better infrastructure and planning.

Quality retailing services delivered

The department's Retail Stores, located in six Aboriginal and Torres Strait Islander communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda, aim to:

- provide a quality range of food, drinks and variety products at a fair price
- be financially viable and sustainable stores operating at industry standards with a sense of community ownership
- provide industry standard retailing facilities which maximise the use of technology and compliance with legislation and regulatory standards
- ensure store layout and product range are conducive to choosing foods and drinks needed for a healthy lifestyle
- promote local employment, training and skills development.

In 2013–2014, the Retail Stores had a turnover in excess of \$27.78 million. The stores are operated on a group model with all trading surpluses generated being reinvested in store infrastructure and operating requirements.

In 2013, the Queensland Government engaged an independent reviewer, Mr Ted Moore of Ted Moore Retail Consulting, to identify and evaluate all potential options for the sustainable ownership and operation of the Retail Stores. In February 2014, Ted Moore Retail Consulting presented their final review to the department. The process and timeframe for Government consideration is currently being developed.

The Queensland Government has committed \$1.25 million for an upgrade to the government-owned and operated Kowanyama Retail Store. This work will install industry standard energy-efficient refrigerated storage rooms and associated plant and equipment to reduce food spoilage,

achieve lower operating costs and improve workplace health and safety.

Further information regarding Retail Stores' contribution to providing local employment, is provided on page 15.

Quality community and personal histories services delivered

Performance measure		
Average time taken to process community and personal history requests		
Target	Actual	Status
≤6 months	6 months	✓

The department provides Aboriginal people and Torres Strait Islander people with quality community and personal histories services in accordance with the Royal Commission into Aboriginal Deaths in Custody and the *Bringing them home* report's recommendations.

As a result of government controls exercised over all aspects of the lives of Aboriginal people and Torres Strait Islander people from the late 19th century to the mid-20th century—referred to as the protection era—community and personal history records are often the only source of information available regarding Aboriginal and Torres Strait Islander families.

The professional researchers and archivists in the department make a major contribution in assisting clients to reconnect with their families and traditional country.

In 2013–2014, the department responded to more than 700 requests for community and personal history information, which supported Native Title processes and assisted Aboriginal and Torres Strait Islander Queenslanders to reconnect with their families and traditional country.

Culturally vibrant communities

4. STRATEGIC OBJECTIVE

Protect Queensland’s cultural heritage and promote the celebration of Aboriginal and Torres Strait Islander history and cultures.

GOVERNMENT OBJECTIVES

- » Revitalise frontline services
- » Deliver better infrastructure and planning.

The department has an important role in promoting, monitoring and advocating for the recognition and protection of Queensland’s Aboriginal and Torres Strait Islander cultural heritage. This is achieved by:

- administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*
- maintaining the Aboriginal and Torres Strait Islander cultural heritage database and register, as required by legislation
- partnering with government and non-government service providers to promote the celebration of Aboriginal and Torres Strait Islander history, cultures and achievements through NAIDOC Week events.

Aboriginal and Torres Strait Islander cultural heritage managed

Performance measure		
On-time delivery is >95% for cultural heritage searches		
Target	Actual	Status
>95%	100%	✓

The Aboriginal and Torres Strait Islander cultural heritage legislation recognises Aboriginal people and Torres Strait Islander people as the primary guardians, keepers and knowledge holders of Aboriginal and Torres Strait Islander cultural heritage. Any person carrying out an activity in Queensland has a responsibility to assess the potential impacts of the activity on Aboriginal and Torres Strait Islander cultural heritage.

During 2013–2014, as administrator of the legislation, the department:

- processed 17 new cultural heritage management plans for major projects requiring an environmental impact statement
- registered two cultural heritage bodies bringing the total area of registered cultural heritage bodies covering the state to approximately 26 per cent
- completed more than 15,700 cultural heritage search requests within the client service timeframe of 20 business days
- carried out 240 mapping updates to Aboriginal Party areas, and 187 updates to the Indigenous Land Use Agreement areas
- entered 4,250 additional sites onto the cultural heritage database.

NAIDOC Week events

During 2013, the Department partnered with government and non-government organisations to support over 100 NAIDOC Week events across the state. These events promoted and celebrated Aboriginal and Torres Strait Islander history, cultures and achievements. One of the Brisbane events supported, Musgrave Park Family Fun Day, attracted over 16,000 visitors alone.

Culturally vibrant communities

5. STRATEGIC OBJECTIVE

Fund and support organisations in promoting the benefits of cultural diversity and in building community capacity.

GOVERNMENT OBJECTIVES

- » Revitalise frontline services
- » Deliver better infrastructure and planning.

The department is committed to addressing barriers to economic and community participation and ensuring that Queenslanders benefit from the opportunities the state's cultural diversity presents.

The department also has an important role in funding and supporting organisations in promoting the benefits of cultural diversity and in building community capacity.

During 2013–2014, the department achieved the following:

- released the *Queensland Cultural Diversity Policy*
- supported events across Queensland to celebrate cultural diversity through the Valuing Diversity Grants Program and Queensland Multicultural Week
- promoted cultural and social inclusion through the Local Area Multicultural Partnerships (LAMP) program
- supported community development through the Community Action for a Multicultural Society (CAMS) program.

Queensland Cultural Diversity Policy released

In December 2013, the Minister released the *Queensland Cultural Diversity Policy* (the Policy) to help achieve the Queensland Government's vision to provide equality of opportunity for all Queenslanders so that each and every person can participate in Queensland's strong economy and vibrant society.

The Policy aims to drive improvements for culturally diverse Queenslanders across four key outcomes: language independence; education participation and attainment; economic independence and participation; and community participation.

Underpinning these outcomes is a commitment to ensuring the Queensland Government delivers culturally responsive services.

To achieve the Policy vision and outcomes, the department has been working across government, and with stakeholders, to develop the *Queensland Cultural Diversity Action Plan* (the Action Plan).

The Action Plan aims to reduce the barriers to economic and community participation through actions that:

- build English language proficiency delivered where people live
- improve access to translated material and interpreters
- support students and families from culturally diverse backgrounds to participate and achieve in education
- support community participation, including actively participating in leadership roles.

Four regional forums were held during March 2014 to inform the development of the Action Plan and validate draft actions for inclusion in the final plan, which will be released in July 2014 and made publically available on the department's website.

Valuing Diversity Grants Program delivered

Performance measure		
Valuing Diversity Grants allocated through the annual grants round		
Target	Actual	Status
75	88	✓

Performance measure		
Grant approvals and acquittals, related to the Valuing Diversity Grants initiative, processed within required timeframes		
Target	Actual	Status
80%	100%	✓

In 2013–2014, the department supported a wide range of community events and projects which strengthened Queenslanders' understanding of the benefits of cultural diversity.

The department approved total funding of \$548,000 for community-based organisations to deliver 88 multicultural events and community projects within the 2014 calendar year across Queensland.

Under this grants program, contributions were made to large and small events across Queensland to showcase and celebrate cultural diversity, and to provide opportunities for all Queenslanders to improve their understanding of other people and places.

As part of their funding, signature events, such as the Panyiri festival in Brisbane or the Cairns Chinese New Year celebrations, are required to mentor smaller organisations to build capacity in running successful events across the state.

Queensland Multicultural Week celebrations

What our stakeholders said...

75% were satisfied with our **promotion of cultural diversity** across Queensland, compared with 66.7 per cent in 2013.

Queensland Multicultural Week is a state-wide celebration of the cultures, flavours, colours and traditions that make up Queensland's community.

The week acknowledges the importance and value of cultural diversity to Queenslanders and the state's economy and growth. Queensland celebrated its Queensland Multicultural Week from Saturday 31 August to Sunday 8 September 2013.

Following an open tender process, the department appointed the Brisbane Multicultural Arts Centre (BEMAC), to manage the Queensland Multicultural Week program on behalf of the Queensland Government.

BEMAC also hosted the Transcultural Dance Festival, which was funded by one of six grants approved by the department under the 'Week-Long Festivals – Queensland Multicultural Week' funding category. Overall, the department provided total funding of \$88,000, through the Multicultural Queensland Partnerships Program 2012–2013 grants round, for 22 events held during the Queensland Multicultural Week.

Over 50 events, including the Queensland Multicultural Awards, took place during the week with an estimated attendance of 75,000 people throughout Queensland.

Community cultural and social inclusion promoted

Through the Local Area Multicultural Partnerships (LAMP) program, the department worked with local councils to promote cultural and social inclusion at the community level.

In 2013–2014, the department provided total funding of \$596,000 to fund 13 LAMP workers located at local councils across Queensland.

Highlights for 2013–2014 included:

- delivering cross-cultural awareness sessions to more than 120 staff from the Cairns and Cassowary Coast Regional Councils
- engaging culturally diverse communities in North Queensland to strengthen their capacity to prepare for the cyclone season
- establishing ‘The Corner’ within the Mackay Council Library for culturally diverse families to learn and practice English and their native language. Almost 2,000 people participated in this initiative
- delivering a ‘Living Books’ program which involved more than 150 culturally diverse Queenslanders in the South West Queensland area sharing their individual stories and cultures to strengthen community cohesion
- coordinating the delivery of a local government career information event to more than 150 young people that showcased possible pathways to council employment in the South East Queensland (North) region
- hosting a welcome ceremony in collaboration with migrant and refugee services to newly arrived refugees in the South East Queensland (South) region, which was attended by more than 50 people of Ethiopian, Iranian, Afghani and Iraqi backgrounds.

Community development supported

The Community Action for a Multicultural Society (CAMS) program funds community-based organisations to employ workers to undertake community development and support activities that benefit people from culturally diverse backgrounds.

In 2013–2014, the department provided \$1.39 million to 16 organisations to employ workers from culturally diverse backgrounds from across Queensland.

Highlights for 2013–2014 included:

- developing case studies to demonstrate barriers to accessing mainstream services for clients in Far North Queensland
- delivering weekly education sessions to 240 people on legal, health and community issues affecting migrant communities in North Queensland
- delivering an English Literacy Program in the Hervey Bay area to provide new arrivals and refugees with English language tuition
- assisting the development of Home and Community Care and Aged Care Certificate training for culturally diverse people in the Toowoomba region, which included the provision of 100-hour post-training placements
- partnering with the Metro North Brisbane Medicare Local to provide information and advice on needs and issues for newly arrived migrants and refugees
- assisting the development of the Burma Rohingya Community of Logan (BRCL), in establishing governance processes leading to the incorporation of the BRCL at its inaugural Annual General meeting in November 2013.

Safety and resilience

6. STRATEGIC OBJECTIVE

Promote and advocate for a culturally responsive justice system and a community-based approach to addressing local safety issues.

GOVERNMENT OBJECTIVES

- » Revitalise frontline services
- » Deliver better infrastructure and planning.

The department has a significant role in promoting and advocating for the improved safety and security of Queenslanders. During 2013–2014, this was achieved by:

- supporting communities to review local Alcohol Management Plans
- developing initiatives to reduce the over-representation of Aboriginal people and Torres Strait Islander people in the criminal justice system
- supporting government agencies in implementing the Government's response to the recommendations arising from the Queensland Child Protection Commission of Inquiry.

What our stakeholders said...

66.7% were satisfied with the advice we provided to improve community safety in remote Aboriginal and Torres Strait Islander communities, compared with 61.9 per cent in 2013.

Alcohol Management Plan review

The Queensland Government is committed to reviewing Alcohol Management Plans (the review) in Aboriginal and Torres Strait Islander communities. The paramount consideration is the safety of community residents, particularly women and children.

The review commenced in October 2012 and is community-led and driven. The community reviews have had no timeframes to enable communities to participate at their own pace.

Four community proposals have been received, two seeking to alter the current arrangements, and two seeking to retain the current arrangements.

The department is supporting communities to develop proposals by providing data, and assisting with community meetings and surveys.

The Queensland Government will consider all community proposals and will work with communities to transition away from or retain the current arrangements and develop additional ways of reducing alcohol-related harm.

A Convictions Report, which assesses the changes in offending and convictions since alcohol restrictions were introduced, was undertaken.

A further report analysing the influence of alcohol management on levels of harm and identifying other consequences of alcohol management across all communities where alcohol restrictions currently apply is expected to be available in early 2015.

Sly Grog and Homebrew Project

In 2013–2014, the department commenced a collaborative project with the Department of Justice and Attorney-General and Queensland Police Service to review the impact of sly grog and homebrew in Indigenous communities that have Alcohol Management Plans in place.

Sly grog is an excessive quantity of alcohol that has been intentionally transported into an area to supply alcohol that is prohibited by the carriage limit for a discrete Aboriginal or Torres Strait Islander community. Despite alcohol restrictions aimed at reducing levels of harm in discrete communities, alcohol consumption can continue at harmful levels if sly grog is readily available.

The Sly Grog and Homebrew Project is focused on community and government approaches to address sly grog and homebrew, enforcement practices, and effectiveness of penalties and legislation to minimise sly grog and homebrew activities. The project is expected to be finalised by early 2015.

Community-specific justice resources developed

During 2013–2014, departmental officers worked with the Indigenous Justice Issues Committee, which comprised judges from the Queensland Supreme and District Courts, magistrates of the Queensland Magistrates Court and judges of the Federal and Family Courts, to develop justice resource documents. This included service listings to assist the courts and legal practitioners to understand the circumstances of, and deal with, Aboriginal people and Torres Strait Islander people who come before the courts. This project was supported by the National Judicial College of Australia.

During 2013–2014, nine community-specific justice resources were developed and published. A further 39 community-specific justice resources are being prepared for publication and will be made available progressively as they are finalised.

Child Protection Inquiry

The Queensland Child Protection Commission of Inquiry was established on 1 July 2012 by the Queensland Government to review Queensland's child protection system. In 2012, senior departmental officers appeared as witnesses at hearings undertaken by the Commission of Inquiry.

The Commission of Inquiry released its report — *Taking Responsibility: A Roadmap for Queensland Child Protection* — on 1 July 2013, with 121 recommendations, including a number of recommendations designed to address the disproportionate representation of Aboriginal and Torres Strait Islander children and families in the child protection system.

During 2013–2014, the department participated in whole-of-government activities to develop and implement the Queensland Government's response to the Commission of Inquiry's recommendations.

The Deputy Director-General (Community Participation) represents the department on the Child Protection Reform Leaders' Group, a senior executive level committee charged with the oversight of implementation of the government's response.

The department led the establishment of the Aboriginal and Torres Strait Islander Child Protection Service Reform Project and Committee in response to Recommendation 11.2 of the Commission of Inquiry, which is focused on addressing the disproportionate representation of Aboriginal and Torres Strait Islander children in the child protection system.

The department will continue to contribute to the implementation of the government's response to the Commission of Inquiry's recommendations pertaining to Aboriginal and Torres Strait Islander children.

Our people and our corporate governance

7. STRATEGIC OBJECTIVE

Create a capable, innovative and responsive organisation.

GOVERNMENT OBJECTIVE

Restore accountability in Government.

The department is committed to building a capable, innovative and responsive organisation in order to deliver client-focused and efficient services to its client groups. To achieve this, the department has focused its efforts on DATSIMA's people, the Queensland Government's renewal agenda, and corporate governance.

Our people

Over the past year, the department continued to build and sustain a diverse workforce to ensure it was able to deliver its strategic objectives, and to position the department for the future. The department implemented strategies to attract and select the best talent, and more importantly, to retain its quality staff.

Workforce profile

Of the staff employed by the department, 73 per cent were permanent, 18 per cent were temporary, seven per cent were casual and two per cent were contract staff, as at 30 June 2014.

During 2013–2014, the department offered a total of 17 voluntary redundancies to employees. Fourteen employees received redundancy packages at a cost of \$829,264 and separated from the department by 30 April 2014. Three employees who did not accept an offer of a redundancy were successfully redeployed. There were no DATSIMA employees requiring a retrenchment package.

The breakdown of full-time equivalent (FTE) staff positions by service area as at 30 June 2014 is displayed in Table 1.

Table 1 – Staff (FTE) by service area as at 30 June 2014

SERVICE AREA	NUMBER
Economic Participation (including Remote Indigenous Land and Infrastructure Program Office, seven regions, and central office functions)	153
Community Participation (including Cultural Diversity Queensland and Community Participation, and central office functions)	69
Corporate and Client Services (including Retail Stores, Community and Personal Histories, Cape York Peninsula Tenure Resolution, and central office functions)	137
TOTAL	359

Workforce diversity

The department is committed to increasing the participation of Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds in the public service.

Throughout the year, the department held awareness-raising activities to promote diversity and inclusion. Events included International Day of the World's Indigenous People, Queensland Multicultural Week, Reconciliation Week and National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week.

In June 2014, the department released the *2014–16 Disability Service Plan*. The Plan identifies the actions that the department will take to address the barriers that prevent the inclusion of Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds with disability. It clearly shows how the department will work with government, industry and community representatives to bring about the change required to enable those with disability to enjoy the same opportunities as other Queenslanders.

The department's workforce diversity continues to be above the public service average. As at 30 June 2014, 35 per cent of DATSIMA employees identified as Aboriginal or Torres Strait Islander. In addition, 8.9 per cent of DATSIMA employees identified as being from a culturally diverse background, which is comparable to the public service as a whole at 9.3 per cent.

Workforce planning

The department released its 2014–2019 Strategic Workforce Plan in June 2014. The purpose of the plan is to provide an agile, high performing, professional and innovative workforce that is able to deliver the government's renewal agenda and meet the department's future business needs.

The plan identifies a range of strategies that will enable the achievement of the following five workforce objectives:

- strengthen staff capability, leadership and performance
- create a culture of excellence and innovation
- reinvigorate how we engage with, support and reward our staff
- harness the benefits and power of workforce diversity
- ensure our staff remain healthy, safe and well.

Reward and recognition

During 2013–2014, the department continued its reward and recognition strategy. The strategy, which is supported by policy and procedure, included the annual DATSIMA Staff Excellence Awards. Key achievements included:

- acknowledging the outstanding contributions made by individual employees and teams
- encouraging a culture that recognises innovation, flexibility and continuous improvement
- providing consistent and transparent processes and opportunities to recognise regional, program and corporate staff contributions in the department.

In April 2014, the department held its second annual DATSIMA Staff Excellence Awards ceremony. The Excellence Awards recognised staff excellence across five award categories, aligned with the whole-of-government values of:

- Customers first
- Ideas into action
- Unleash potential
- Be courageous
- Empower people.

In addition, the Director-General, James Purtill, and Minister Elmes each presented an award for outstanding contributions.

Learning and development

During 2013–2014, DATSIMA employees attended or participated in training programs on 764 occasions, including programs on Aboriginal and Torres Strait Islander cultural capability, ethical decision-making, project management, procurement, records management and financial services.

Key training that staff completed included:

- Interactive Ochre (online cultural awareness training) – 104 staff
- Ethical Decision-making (online) – 136 staff
- Aboriginal and Torres Strait Islander Cultural Capability (two days face-to-face) – 64 staff
- Multicultural Capability in Service Delivery (one-day face-to-face) – 72 staff.

The ongoing development of the department's existing and future leaders across the agency was supported by:

- 12 staff participating in the Practical People Management Program, sponsored by the Queensland Public Service Commission
- three staff participating in Emerging Leaders Program modules
- two staff attending the ANZSOG Women in Leadership Program
- one staff member participating in the Public Sector Management Program, offered by the Queensland University of Technology
- five staff participating in the R.E.A.C.H. (Relationships, Ethics, Acumen, Clinical, Health) leadership program facilitated by the Department of Communities, Child Safety and Disability Services.

As at 30 June 2014, 79 per cent of departmental staff had a current achievement and capability plan.

Improving systems and tools for project management was a focus area for development during 2013–2014. A one-day project management overview training program was attended by 31 staff, with a further 19 staff attending a three-day introduction project management course. These 19 staff are the champions for project management across the agency and support other staff in applying the required project management methodology.

Aboriginal and Torres Strait Islander Cultural Capability strategy

During 2013–2014, the department, in conjunction with the Public Service Commission, developed and released internally to the public service, the draft Queensland Government Aboriginal and Torres Strait Islander Cultural Capability and Engagement Framework.

The key objective of the Framework is to embed Aboriginal and Torres Strait Islander cultural capability in all public sector workforce and management practices and processes. Through the implementation of the Framework, the quality and level of government services to Aboriginal people and Torres Strait Islander people will be enhanced.

The Director-General chairs the Aboriginal and Torres Strait Islander Cultural Agency Leaders Committee (CAL) which was formed to support the development of the Framework and promote its implementation across the sector. The CAL will contribute to the achievement of government commitments and service delivery priorities to Aboriginal people and Torres Strait Islander people.

Staff engagement

The department implemented its *2012–2014 Staff Engagement Strategy* through the DATSIMA Staff Engagement Network. The network, which is chaired by a senior officer, comprised staff from a diverse range of classification levels from across the department and the state who has been invited to nominate for membership on the network.

During 2013–2014, the DATSIMA Staff Engagement Network achieved the following:

- provided valuable feedback into the development of the department's *2014–2018 Strategic Plan*
- contributed to the development of departmental policies, procedures and resources
- established the Values and Behaviours Working Party to develop the top priority strategies for embedding the Public Service values within DATSIMA.

Public Sector Renewal

DATSIMA Renewal Strategy

DATSIMA, like all other government departments, is actively incorporating renewal into its operating environment and planning processes.

In May 2014, the Director-General presented the new vision for the department to the Public Sector Renewal Board. This vision, or blueprint for renewal, outlined how the department intends to position itself to better enable Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds to improve their life outcomes.

This new positioning for the department included clearly identifying the challenges and opportunities, developing a strong evidence base, and understanding how and where DATSIMA can use its wealth of knowledge to influence and leverage other government and non-government organisations and individuals to open up opportunities for greater economic and community participation.

Key renewal projects delivered over the past year included: development and implementation of the *Queensland Aboriginal and Torres Strait Islander Economic Participation Framework and Action Plan*, the *Queensland Cultural Diversity Policy and Action Plan*, a new grant program promoting economic participation outcomes in culturally diverse communities, and facilitation of home ownership in remote communities.

Organisational Culture and Values Project

Representatives from all business units across the state formed the Values and Behaviours Working Party in 2013, to identify strategies that support cultural change. The cultural change was driven by the implementation of the whole-of-government values:

- Customers first
- Ideas into action
- Unleash potential
- Be courageous
- Empower people.

Through local area consultation processes, the working party proposed a number of strategies for implementation, with a priority list of six strategies endorsed to be incorporated into the department's Strategic Workforce Plan. These strategies related to cultural capability, mentoring, reward and recognition, training of managers, and developing an evidence-base to support departmental priorities.

The strategies also aligned closely with, and addressed areas for improvement identified in, the findings of the public service-wide employee opinion survey.

Red Tape Reduction Project

A component of the overarching Public Sector Renewal Program relates to the Queensland Government's commitment to reduce red tape by 20 per cent across the public sector.

The department has contributed to achieving this target by continuing to lead negotiations with Native Title holders and the Torres Strait Islands Regional Council for the development of a regional Indigenous Land Use Agreement (ILUA) in the Torres Strait.

The ILUA will cover the delivery of new housing, home ownership, commercial leasing and a wide range of infrastructure developments, along with a cultural heritage and native title process. When finalised, the ILUA will apply to all state agencies and 15 islands within the Torres Strait Islands Regional Council Local Government Area. This will reduce red tape and costs associated with negotiating a new ILUA for each new project.

The department has also redesigned internal processes within the department's Community and Personal Histories (CPH) unit to streamline and fast-track access to records for use in high priority native title claims. This change will reduce the waiting period for native title claimants to receive information and assist claimant groups to meet federal court timeframes. In addition, the unit is digitising archival records to make them publicly available. This project will allow members of the public to access copies of original records without the need to visit Queensland State Archives. It will also reduce the number of clients requiring assistance from the CPH unit.

Our corporate governance

Corporate planning and performance

During 2013–2014, the department continued to implement its *Planning and Performance Management Framework* which identifies the essential elements for driving policy, program and service delivery improvements to create value for its clients and stakeholders.

The key elements of the framework include planning, measuring performance, internal reporting, and external reporting. The framework has a strong focus on driving innovation and business improvements by drawing on contemporary best practice in strategic management, including outcomes reporting and the integration of planning, measurement and reporting processes.

In 2013–2014, the department introduced a number of significant business improvements to strengthen its performance measurement and reporting regime. Key achievements included:

- identified measures related to increasing the economic participation, and improving the community participation, of Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds for inclusion in the department's *2014–2018 Strategic Plan* and *2014–2015 Service Delivery Statement*
- aligned the department's service structure in the *2014–2015 Service Delivery Statement* with the department's new strategic direction resulting in the establishment of two new service areas, Economic Participation and Community Participation
- developed a corporate performance dashboard to report on key operational, financial, workforce and program performance information on a monthly basis.

Stakeholder satisfaction and business improvement

In March 2014, the department conducted its second stakeholder survey. The purpose of the survey was to assess stakeholder satisfaction with the services provided by the department to improve outcomes for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds. The survey was also used to provide information on service improvements to assist in providing better services to clients.

The results of the survey were as follows:

- 72.7 per cent of stakeholders were satisfied with the advice provided to improve access to services by Aboriginal and Torres Strait Islander Queenslanders, compared with 66.1 per cent in 2012–2013
- 76.6 per cent of stakeholders were satisfied with the department's promotion of cultural diversity, and advice provided, to improve access to services by people from culturally diverse backgrounds compared with 70 per cent in 2012–2013.

These survey results were reported in the department's 2013–2014 Service Delivery Statement (refer to Appendix 2).

Public sector ethics

The *Code of Conduct* for the Queensland Public Service is based on the ethics principles and associated set of values, prescribed in the *Public Sector Ethics Act 1994*. It also contains standards of conduct for each of the ethics' principles, namely:

- integrity and impartiality
- promoting the public good
- commitment to the system of government
- accountability and transparency.

The Code of Conduct applies to all departmental employees, including volunteers, students, contractors, consultants and anyone working in any other capacity for the department.

Staff are able to access the Code of Conduct and a range of supporting resources, including an audio version of the policy, through the department's intranet site.

Adherence to the Code of Conduct is another way in which the department demonstrates ethical leadership in how it performs its role.

Risk management

The department's risk management framework ensures that risk treatment strategies for eventualities, such as uncertain events which might impact the department's delivery of strategic objectives, are embedded into the department's culture and work practices. It also creates an organisational environment where all staff are responsible for managing risk.

Key achievements during 2013–2014 included:

- review of the department's strategic risks by senior executives to ensure that they reflected the changes in the internal and external environment
- provision of advice and guidance materials to business areas to assist in identifying operational risks and applying the department's risk management methodology.

During the year, the department's Audit and Risk Committee oversaw and reviewed the effectiveness of the implementation of risk management within the department. This included identifying areas of significant operational or financial risk and reviewing the arrangements in place to manage these risks.

External scrutiny

The Auditor-General, supported by the Queensland Audit Office and in accordance with the *Auditor-General Act 2009*, conducted financial and performance audits of the department. In 2013–2014, the Auditor-General:

- issued unqualified reports on the 2012–2013 General Purpose Financial Statements for the department, the Family Responsibilities Commission and the 2012–2013 General Purpose Financial Statements for the Island Industries Board
- assessed the controls existing over the department's major financial systems.

The agency was audited as part of the series of whole-of-government performance audits by the Queensland Audit Office. These audits included:

- Monitoring and Reporting Performance
- Result of Internal Controls.

These audits gave rise to a number of recommendations that are currently being implemented.

Internal audit

Internal Audit and Compliance Services, Department of Communities, Child Safety and Disability Services, provide independent and objective business assurance and consulting services offering assurance to the Director-General and helping to improve the operations of the department. In providing these services during 2013–2014, Internal Audit and Compliance Services ensured that adequate systems were in place for the efficient operation of the department's audit function.

The Internal Audit Charter documents the functions, reporting relationships and priorities for Internal Audit and Compliance Services. The document is consistent with the relevant standards and guidelines and is endorsed by the Director-General.

The *Annual Audit Plan 2013–2014* was developed using a risk-based approach and was considered by the Audit and Risk Committee by 30 June 2014.

In 2013–2014, Internal Audit and Compliance Services:

- conducted business assurance and operational audits of departmental functions resulting in 43 recommendations with 100 per cent of these accepted for implementation
- conducted data analytical audits over the accounts payable, payroll and goods and services tax compliance functions
- complied with the International Standards for the *Professional Practice of Internal Auditing* and *Financial and Performance Management Standard 2009*.

Procurement planning

The agency undertakes procurement planning on an annual basis to support the achievement of the department's strategic priorities and provide direction for managing and coordinating the procurement function. This will contribute to maximising service delivery by achieving value for money in the procurement of fit-for-purpose goods and services.

The department's procurement procedures have been reviewed, identifying process improvements that can reduce red tape without diminishing probity and accountability.

Asset management

Assets owned by the department include buildings, improved and unimproved vacant land as well as plant, equipment, furniture, fittings and software assets. Asset registers are maintained to manage and monitor departmental assets and stocktakes are undertaken in line with Treasury guidelines. All property assets have been comprehensively revalued in the past three years.

Service level agreements

The department has five service level agreements for the provision of corporate and other services. These are:

- Memorandum of Understanding between the Department of Communities, Child Safety and Disability Services and DATSIMA for the provision of a range of corporate services. The period of the agreement is 1 July 2012 to 30 June 2014.
- Service Level Agreement between the Department of Science, Information Technology, Innovation and the Arts and DATSIMA for the provision of transactional human resources and financial services. The period of the agreement is 1 July 2012 to 30 June 2014.
- Service Level Agreement between the Department of Environment and Heritage Protection and DATSIMA for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2013 to 30 June 2014.
- Service Level Agreement between the Department of National Parks, Recreation, Sport and Racing and DATSIMA for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2013 to 30 June 2014.
- Service Level Agreement between the Department of Natural Resources and Mines and DATSIMA for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2013 to 30 June 2014.

Negotiations are underway to revise the new partnership agreements with these government agencies.

Information systems and recordkeeping

DATSIMA participated as a member of the Department of Communities, Child Safety and Disability Services Information Management Steering Committee which manages all ICT-enabled business initiatives. It is the primary governance body by which the department ensures it has maximised the value of its business investments that have an ICT-enabled component.

The department actively contributes to the Queensland Government's Open Data initiative and has developed an Open Data Strategy for the department. The strategy shows how data improves the department's business and demonstrates transparency and openness through the release of information. DATSIMA has, to date, released 25 datasets and is committed to further widen data availability through the Open Data portal.

Communications strategies

During 2013–2014, the department realigned its communications strategies to reduce costs, improve efficiencies and provide stronger stakeholder engagement. This involved phasing out printed communications tools while increasing online engagement and adopting channels that are preferred by core stakeholders. The department's communications strategies are evaluated annually to ensure efficiency, effectiveness, and relevance to the department's audience.

Governance and decision-making bodies

The department's governance framework is based on the principles of:

- effective vision, leadership and strategic direction
- transparent and open decision-making and reporting
- clear lines of responsibility and accountability
- participation in the governance process.

The DATSIMA Board, Retail Stores Board and other departmental committees are a significant component of the department's corporate governance structure.

DATSIMA Board

The department is managed by the DATSIMA Board, chaired by the Director-General and consists of eight members representing the department's business areas.

The board is responsible for the overall strategic direction of the department and the strategic management of the department's performance.

To raise the profile of organisational health, safety and wellbeing in the department, the DATSIMA Board convenes as the Health, Safety and Wellbeing Committee three times per year to discuss strategic health, safety and wellbeing matters.

Further details regarding the profiles of the senior executives, and members of the DATSIMA Board as at 30 June 2014, are outlined in Appendix 3.

Executive Leadership Team

The Executive Leadership Team is a management team comprising senior executives. This team met weekly during 2013–2014 to manage critical and emerging business and operational issues that impact on the department and its functions.

DATSIMA Regional Service Delivery Forum

The DATSIMA Regional Service Delivery Forum is responsible for managing emerging business and operational issues that impact on regional service delivery. The Forum is chaired by the Director-General and consists of 15 members representing the department's program, policy and regional areas. During 2013–2014, the Forum met on a quarterly basis.

Audit and Risk Committee

The primary role of the Audit and Risk Committee is to provide independent advice and assurance to the Director-General on the department's risk, control and compliance frameworks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the *Financial Accountability Act 2009*, *Financial Accountability Regulation 2009* and the *Financial and Performance Management Standard 2009*.

Portfolio Budget Review Committee

The Portfolio Budget Review Committee (PBRC), chaired by the Minister, was established to consider matters such as resourcing, financial and budgetary implications across the portfolio. The PBRC met on a quarterly basis during 2013–2014.

Health, Safety and Wellbeing Sub-Committee

The Health, Safety and Wellbeing Sub-Committee is a forum of senior officers which has the responsibility to oversee and approve health, safety and wellbeing functions within the department. The sub-committee reports to the DATSIMA Board.

Information Steering Committee

The Information Steering Committee manages all ICT-enabled business initiatives and is the primary governance body by which the department ensures it maximises the value of its business investments that have an ICT-enabled component.

The Information Steering Committee is convened by the Department of Communities, Child Safety and Disability Services which provides ICT services to DATSIMA under a fee-for-service agreement. The Executive Director, Corporate and Client Services (DATSIMA) represents DATSIMA's interests.

Agency Consultative Committee

The purpose of the Agency Consultative Committee (ACC) is to facilitate meaningful consultation between the department's executive management and the unions on matters arising under the *State Government Departments Certified Agreement 2009* and/or subsequent Certified Agreements, as well as matters that otherwise impact or may impact upon the workforce of DATSIMA.

The ACC is chaired by the Director-General and includes representation from the Together Queensland Union of Employees.

DATSIMA Staff Engagement Network

The purpose of the Staff Engagement Network (the network) is to drive the effective implementation of key initiatives to support the achievement of the department's strategic objectives.

The work of this network is guided by the department's staff engagement principles, as documented in the *2012–2014 Staff Engagement Strategy*. This approach to staff engagement contributes to creating a workplace environment of involvement, open communication and innovation.

The network met on a monthly basis during 2013–2014.

Retail Stores Board

The Retail Stores Board is responsible for:

- the implementation of an effective governance structure for managing Retail Stores
- the feasibility, business plan and achievement of outcomes for Retail Stores

- the approval of significant capital project proposals (for example in excess of \$100,000)
- reporting on Retail Stores' business operations and other issues to those responsible at a high level, such as the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs.

Further details regarding the membership of the DATSIMA Board, Retail Stores Board and other departmental committees are outlined in Appendix 4.

Statutory authorities

The following statutory authorities prepare separate annual reports which are provided to the Minister for tabling in Queensland Parliament:

- Family Responsibilities Commission
- Island Industries Board trading as Islanders Board of Industry and Services.

Further information on these statutory authorities is outlined in Appendix 5.

Government boards and committees

The following boards and committees are responsible for providing advice to the Minister on a range of matters relating to Aboriginal and Torres Strait Islander affairs:

- Australian South Sea Islander Board of Advice
- Cape York Welfare Reform Advisory Board
- Family Responsibilities Board
- Remote Indigenous Land and Infrastructure Program Office Board.

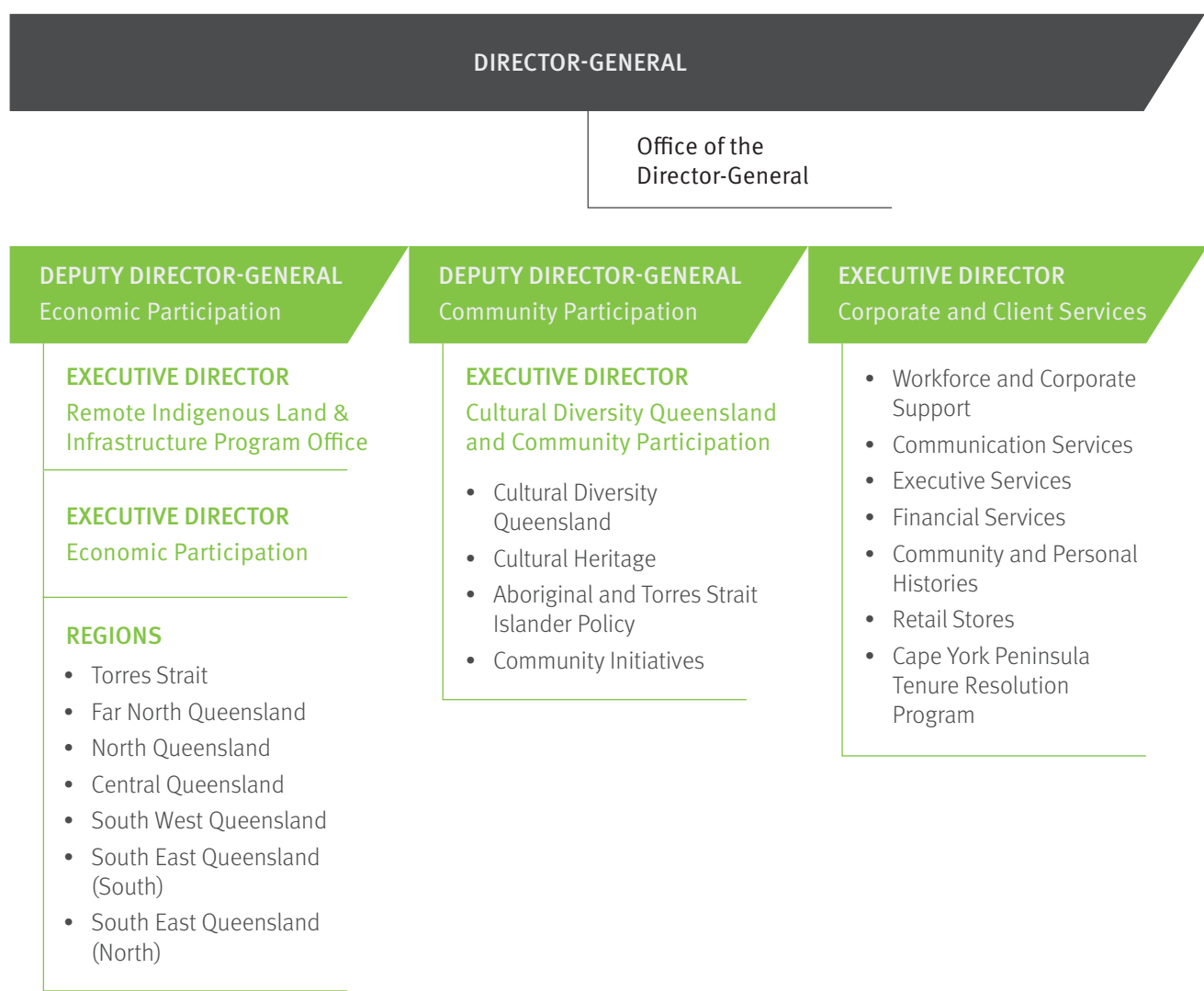
Further information about these boards and committees is outlined in Appendix 6.

Organisational structure

As at 30 June 2014, the department’s organisational structure (Figure 6) comprised the following three business areas:

- **Economic Participation:** responsible for delivering Remote Indigenous Land and Infrastructure Program, Economic Participation policy and services, and regional service delivery
- **Community Participation:** responsible for delivering Cultural Diversity Queensland and Community Participation services, Cape York Welfare Reform, and Cultural Heritage services
- **Corporate and Client Services:** responsible for corporate functions, including governance and reporting, finance, communications, human resources and executive services. The branch also had lead responsibility for client-based activities, including management of the six Retail Stores, providing community and personal histories services, and implementing the Cape York Peninsula Tenure Resolution Program.

Figure 6 – DATSIMA organisational structure as at 30 June 2014



04 Financial statements

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The financial statements enable readers to assess the department's financial results for the 2013–14 financial year and its financial position as at the end of the financial year.

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs is a Queensland Government department established under the *Public Service Act 2008*.

The department was established on 3 April 2012 under the Public Service Departmental Arrangements Notice (No.1) 2012; and *The Public Service Departmental Arrangements Notice (No.2) 2012*.

The financial statements for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs have been prepared in accordance with the *Financial and Performance Management Standard 2009* and other requirements detailed in note 1.

The department is controlled by the State of Queensland which is the ultimate parent.

The head office and principal place of business is:

Level 6
Neville Bonner Building
75 William Street
BRISBANE QLD 4000

For information in relation to the department's financial statement please contact Financial Services on:

Phone: 3247 0460
Email: DATSIMA-Financialservices@datsima.qld.gov.au
Website: www.datsima.qld.gov.au.

Statement of comprehensive income

for the year ended 30 June 2014

	NOTE	2014 \$'000	2013 \$'000
INCOME FROM CONTINUING OPERATIONS			
Appropriation revenue for services	2	52,152	54,526
Sale of goods	3	27,913	26,240
Grants and other contributions	4	24,390	38,309
Other revenue	5	516	554
Total revenue		104,971	119,629
Total income from continuing operations		104,971	119,629
EXPENSES FROM CONTINUING OPERATIONS			
Employee expenses	6	37,871	37,868
Supplies and services	8	18,651	17,708
Grants and subsidies	9	25,889	38,256
Depreciation and amortisation	10	1,300	1,129
Inventory expenses	11	19,258	18,451
Impairment losses	12	8	534
Other expenses	13	411	2,679
Total expenses from continuing operations		103,388	116,625
Operating result from continuing operations		1,583	3,004
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified subsequently to operating result:			
Increase (decrease) in asset revaluation surplus	22	(58)	3,358
Total items that will not be reclassified subsequently to operating result		(58)	3,358
Total other comprehensive income		(58)	3,358
Total comprehensive income		1,525	6,362

The accompanying notes form part of these statements.

Statement of financial position

as at 30 June 2014

	NOTE	2014 \$'000	2013 \$'000
CURRENT ASSETS			
Cash and cash equivalents	14	15,174	23,925
Receivables	15	9,144	2,551
Inventories	16	2,607	2,351
Other assets	17	65	1
Total current assets		26,990	28,828
NON-CURRENT ASSETS			
Property, plant and equipment	18	26,248	26,235
Intangible assets	19	198	223
Total non-current assets		26,446	26,458
Total assets		53,436	55,286
CURRENT LIABILITIES			
Payables	20	10,135	13,787
Accrued employee benefits	21	1,178	1,172
Total current liabilities		11,313	14,959
Total liabilities		11,313	14,959
Net assets		42,123	40,327
EQUITY			
Contributed equity		33,875	33,604
Asset revaluation surplus	22	3,300	3,358
Accumulated surplus		4,948	3,365
Total equity		42,123	40,327

The accompanying notes form part of these statements.

Statement of changes in equity

for the year ended 30 June 2014

	CONTRIBUTED EQUITY \$'000	ASSET REVALUATION SURPLUS (NOTE 22) \$'000	ACCUMULATED SURPLUS \$'000	TOTAL \$'000
BALANCE AS AT 1 JULY 2012	33,886	-	336	34,222
Operating result from continuing operations	-	-	3,004	3,004
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	-	3,358	-	3,358
Adjustments to accumulated surpluses	-	-	25	25
Total comprehensive income for the year	-	3,358	3,029	6,387
TRANSACTIONS WITH OWNERS AS OWNERS				
Net assets transferred via machinery-of-government change	(282)	-	-	(282)
Net transactions with owners as owner	(282)	-	-	(282)
Balance as at 30 June 2013	33,604	3,358	3,365	40,327
BALANCE AS AT 1 JULY 2013	33,604	3,358	3,365	40,327
Operating result from continuing operations	-	-	1,583	1,583
OTHER COMPREHENSIVE INCOME				
Decrease in asset revaluation surplus	-	(58)	-	(58)
Total comprehensive income for the year	-	(58)	1,583	1,525
TRANSACTIONS WITH OWNERS AS OWNERS				
Post machinery-of-government adjustment	271	-	-	271
Net transactions with owners as owners	271	-	-	271
Balance as at 30 June 2014	33,875	3,300	4,948	42,123

The accompanying notes form part of these statements.

Statement of cash flows

for the year ended 30 June 2014

	NOTE	2014 \$'000	2013 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Inflows:			
Service appropriation receipts		49,531	43,096
Sale of goods		27,860	33,903
Grants and other contributions		17,383	37,054
Interest receipts		124	144
GST input tax credits received from Australian Taxation Office		3,847	2,591
GST collected from customers		146	196
Other		406	386
Outflows:			
Employee expenses		(37,533)	(39,001)
Supplies and services		(18,732)	(14,170)
Grants and subsidies		(27,106)	(31,196)
Inventory expenses		(19,258)	(18,451)
GST paid to suppliers		(3,662)	(3,104)
GST remitted to Australian Taxation Office		(273)	(71)
Other		(348)	(76)
Net cash provided by (used in) operating activities	23	(7,615)	11,301
CASH FLOW FROM INVESTING ACTIVITIES			
Inflows:			
Sales of property, plant and equipment		-	(1)
Outflows:			
Payments for property, plant and equipment		(1,136)	(675)
Net cash provided by (used in) investing activities		(1,136)	(676)
CASH FLOWS FROM FINANCING ACTIVITIES			
Inflows:			
Cash transfers from 2012 machinery-of-government restructure		-	336
Net cash provided by (used in) financing activities		-	336
Net increase (decrease) in cash and cash equivalents		(8,751)	10,961
Cash and cash equivalents at beginning of financial year		23,925	12,964
Cash and cash equivalents at end of financial year	14	15,174	23,925

For non-cash financing and investing activities, refer to note 24. The accompanying notes form part of these statements.

Statement of comprehensive income by major departmental services

for the year ended 30 June 2014

	ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES#	MULTICULTURAL SERVICES#	ECONOMIC PARTICIPATION SERVICES #	COMMUNITY PARTICIPATION SERVICES #	TOTAL 2014
	1 JULY 2013 TO 31 MARCH 2014	1 JULY 2013 TO 31 MARCH 2014	1 APRIL 2014 TO 30 JUNE 2014	1 APRIL 2014 TO 30 JUNE 2014	
	\$'000	\$'000	\$'000	\$'000	\$'000
INCOME FROM CONTINUING OPERATIONS*					
Appropriation revenue for services	34,953	4,422	4,472	8,305	52,152
Sale of goods	21,179	-	9	6,725	27,913
Grants and other contributions	16,666	33	6,194	1,498	24,391
Other revenue	471	1	5	38	515
Total income from continuing operations	73,269	4,456	10,680	16,566	104,971
EXPENSES FROM CONTINUING OPERATIONS*					
Employee expenses	26,170	2,069	3,599	6,033	37,871
Supplies and services	11,555	176	3,444	3,476	18,651
Grants and subsidies	15,452	2,207	4,070	4,160	25,889
Depreciation and amortisation	875	4	40	381	1,300
Inventory expenses	14,466	-	-	4,792	19,258
Impairment losses	(10)	-	5	13	8
Other expenses	269	-	37	105	411
Total expenses from continuing operations	68,777	4,456	11,195	18,960	103,388
Operating result from continuing operations	4,492	-	(515)	(2,394)	1,583
OTHER COMPREHENSIVE INCOME					
Items that will not be reclassified subsequently to operating result:					
Increase (decrease) in asset revaluation surplus	-	-	(22)	(36)	(58)
Total items that will not be reclassified subsequently to Operating Result	-	-	(22)	(36)	(58)
Total other comprehensive income	-	-	(22)	(36)	(58)
Total comprehensive income	4,492	-	(537)	(2,430)	1,525

*Allocation of income and expenses to corporate services:

Income	-	-	-	-	-
Expenses	3,292	-	1,266	2,145	6,703

Departmental services were restructured on 31 March 2014. Refer to Note 1(x) for more information.

Statement of comprehensive income by major departmental services

for year ended 30 June 2013

	ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES	MULTICULTURAL SERVICES	TOTAL
	2013	2013	2013
	\$'000	\$'000	\$'000
INCOME FROM CONTINUING OPERATIONS*			
Departmental services revenue	48,602	5,924	54,526
Sale of goods	26,240	-	26,240
Grants and other contributions	38,279	30	38,309
Other revenue	542	12	554
Total income from continuing operations	113,663	5,966	119,629
EXPENSES FROM CONTINUING OPERATIONS*			
Employee expenses	35,092	2,776	37,868
Supplies and services	17,581	127	17,708
Grants and subsidies	35,210	3,046	38,256
Depreciation and amortisation	1,123	6	1,129
Inventory expenses	18,451	-	18,451
Impairment losses	534	-	534
Other expenses	2,679	-	2,679
Total expenses from continuing operations	110,670	5,955	116,625
Operating result from continuing operations	2,992	12	3,004
OTHER COMPREHENSIVE INCOME			
Increase (decrease) in asset revaluation surplus	3,358	-	3,358
Total other comprehensive income	3,358	-	3,358
Total comprehensive income	6,350	12	6,362
*Allocation of income and expenses to corporate services:			
Income	-	-	-
Expenses	3,981	-	3,981

Statement of assets and liabilities by major departmental services

as at 30 June 2014

	ECONOMIC PARTICIPATION SERVICES # 2014 \$'000	COMMUNITY PARTICIPATION SERVICES # 2014 \$'000	TOTAL 2014 \$'000
CURRENT ASSETS			
Cash and cash equivalents	313	14,861	15,174
Receivables	7,527	1,617	9,144
Inventories	-	2,607	2,607
Other assets	23	42	65
Total current assets	7,863	19,127	26,990
NON-CURRENT ASSETS			
Property, plant and equipment	420	25,828	26,248
Intangible assets	-	198	198
Total non-current assets	420	26,026	26,446
Total assets	8,283	45,153	53,436
CURRENT LIABILITIES			
Payables	(7,377)	(2,758)	10,135
Accrued employee benefits	(399)	(779)	1,178
Total current liabilities	(7,777)	(3,536)	11,313
Total liabilities	(7,777)	(3,536)	11,313

Departmental services were restructured on 31 March 2014. Refer to Note 1(x) for more information.

Statement of assets and liabilities by major departmental services

as at 30 June 2013

	ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES	MULTICULTURAL SERVICES	TOTAL
	2013	2013	2013
	\$'000	\$'000	\$'000
CURRENT ASSETS			
Cash and cash equivalents	23,925	-	23,925
Receivables	2,396	155	2,551
Inventories	2,351	-	2,351
Other assets	1	-	1
Total current assets	28,673	155	28,828
NON-CURRENT ASSETS			
Property, plant and equipment	26,213	22	26,235
Intangible assets	223	-	223
Total non-current assets	26,436	22	26,458
Total assets	55,108	178	55,286
CURRENT LIABILITIES			
Payables	13,739	48	13,787
Accrued employee benefits	1,018	154	1,172
Total current liabilities	14,757	202	14,959
Total liabilities	14,757	202	14,959

Notes to and forming part of the financial statements

for the year ended 30 June 2014

Objectives and principal activities of the department

The objectives and principal activities of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs are detailed in the body of the Annual Report in the Appendix headed Legislation administered by our department.

The department is funded for the departmental services it delivers principally by parliamentary appropriations. It also receives revenue from Retail Stores operations.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Statement of compliance

The department has prepared these financial statements in compliance with section 42 of the *Financial and Performance Management Standard 2009*.

The financial statements are general purpose financial statements and have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Queensland Treasury and Trade's Minimum Reporting Requirements for the year ending 30 June 2014, and other authoritative pronouncements.

With respect to compliance with Australian Accounting Standards and Interpretations, the department has applied those requirements applicable to not-for-profit entities, as the department is a not-for-profit department. Except where stated, the historical cost convention is used.

b) The reporting entity

The financial statements include the value of all revenues, expenses, assets, liabilities and equity of the department. The department does not control any entities.

The reporting entity is the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.

The major departmental services undertaken by the department are disclosed in note 1 (x).

c) Administered transactions and balances

The department administers, but does not control, certain resources on behalf of the government. In doing so, it has responsibility and is accountable for administering related transactions and items, but does not have the discretion to deploy the resources for the achievement of the department's objectives.

Administered transactions and balances are disclosed in notes 28 and 29. These transactions and balances are not material in comparison to the department's overall financial performance/financial position.

d) Appropriation revenue for services/ administered revenue

Appropriations provided under the *Appropriation Act 2013* are recognised as revenue when received. Approval has been obtained from Queensland Treasury and Trade to recognise a receivable for amounts not received at year end.

Amounts appropriated to the department for transfer to other entities in accordance with legislative or other requirements are reported as administered item appropriations.

e) Sale of goods

Sale of goods controlled by the department is recognised as revenue when the revenue has been earned and can be measured reliably with a sufficient degree of certainty.

f) Grants and other contributions

Grants, contributions, donations and gifts that are non-reciprocal in nature, are recognised as revenue in the year in which the department obtains control over them (control is generally obtained at the time of receipt). Where grants are received that are reciprocal in nature, revenue is progressively recognised as it is earned, according to the terms of the funding agreements.

Contributions of assets are recognised in accordance with the policies described in note 1(j). Contributions of other resources and services (including where these are received free of charge or for nominal value) are only recognised when a fair value can be reliably determined and the resources or other services would have been purchased if not donated. Where this is the case, an equal amount is recognised as revenue and as an expense.

g) Cash and cash equivalents

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash and cash equivalents include cash on hand and cheques received but not banked as at 30 June, as well as deposits on call with financial institutions.

h) Receivables

Trade debtors are recognised at the nominal amounts due at the time of sale or service delivery. Settlement of these amounts is required within 30 days from invoice date.

The collectability of receivables is periodically assessed with adequate allowances made for impairment. All known bad debts were written-off as at the reporting date.

Other debtors generally arise from transactions outside the usual operating activities of the department and are recognised at their assessed values. Terms are a maximum of three months, no interest is charged and no security is obtained.

Refer to note 15 for further information on receivables.

i) Inventories

Inventories held for sale are valued at the lower of cost and net realisable value.

Cost is assigned on a weighted average basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition.

Net realisable value is determined on the basis of the department's normal selling pattern.

Any costs associated with marketing, selling and distribution are deducted to determine net realisable value.

j) Acquisitions of assets

Actual cost is used for the initial recording of all non-current physical and intangible asset acquisitions. Cost is determined as the value given as

consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use. This includes architects' fees and engineering design fees; however, any training costs are expensed as incurred.

Where assets are received free of charge from another Queensland government department as a result of a machinery-of-government change or other involuntary transfer, the acquisition cost is the gross carrying amount in the books of the transferor, immediately prior to the transfer, together with any accumulated depreciation.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland Government entity, are recognised at their fair value at date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

k) Property, plant and equipment

Items of property, plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Land	\$1
Buildings	\$10,000
Plant and equipment	\$5,000

Items with a lesser value are expensed in the year of acquisition.

Subsequent expenditure that increases the originally assessed service potential of an asset is capitalised to the value of that asset.

Land improvements undertaken by the department are included with buildings.

l) Depreciation of property, plant and equipment

Land, being an asset with an unlimited useful life, is not depreciated.

Buildings and plant and equipment are depreciated on a straight line basis, so as to progressively allocate the carrying amount of such depreciable assets over their estimated remaining useful lives to the department. The remaining useful lives of all buildings, plant and equipment are reviewed annually.

Assets under construction (works in progress) are not depreciated until they reach service delivery capacity. Service delivery capacity relates to when construction is complete and the asset is first put to use or is

installed ready for use in accordance with its intended application. These assets are then reclassified to the relevant classes within property, plant and equipment.

Where assets have separately identifiable components that are subject to regular replacement, these components are assigned useful lives distinct from the asset to which they relate and are depreciated accordingly.

Any subsequent expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the department.

The depreciable amount of improvements to or on leasehold land is allocated systematically over the estimated useful lives of the improvements or the unexpired period of the lease, whichever is the shorter. The unexpired period of leases includes any option period where exercise of the option is probable.

For each class of depreciable asset, the following depreciation rates are used.

Class	Rate %
Buildings	1.5 – 3.3
Plant and equipment	4.0 – 50

m) Revaluations of property, plant and equipment

Plant and equipment are measured at cost in accordance with Queensland Treasury and Trade's Non-Current Asset Policies.

Capital works in progress are measured at their acquisition cost or construction cost.

Land and buildings are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment*, AASB13 *Fair Value Measurement* and Queensland Treasury and Trade's *Non-Current Asset Policies for the Queensland Public Sector*. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and impairment losses where applicable.

Revaluations by an independent professional valuer are undertaken at least once every five years. However, if a class of asset experiences significant and volatile changes in fair value, these assets may be revalued more frequently.

In interim years, land and buildings may be revalued by use of appropriate and relevant indices. The department has the option of choosing only to account for the impact of indexation if the cumulative change in the index results in a 5% or greater (either positive or negative) change in the reported asset balances.

Any revaluation increment arising on the revaluation of an asset is credited to the asset revaluation surplus of the appropriate class, except to the extent that it reverses a revaluation decrement for the class previously recognised as an expense. A decrease in the carrying amount on revaluation is charged as an expense to the extent that it exceeds the balance, if any, in the asset revaluation surplus relating to that class.

On revaluation, accumulated depreciation is restated proportionately with the change in the carrying amount of the asset and any change in the estimate of remaining life.

Land and buildings mainly comprise:

(i) Residential properties – valued at current market value

(ii) Buildings on Deed of Grant in Trust (DOGIT) land – valued at depreciated replacement cost.

(i) Residential Properties

In 2013–14, the department engaged the Australian Valuation Office (AVO) to perform a comprehensive valuation on the two properties that were not comprehensively valued in 2012-13 due to their remoteness and extremely high cost of undertaking the valuations at that time.

AVO supplied the indices for the remainder of the land and buildings that were not revalued by an independent professional valuer. Such indices are either publicly available, or are derived from available market information. AVO provides assurance of their robustness, validity and appropriateness for application to the relevant assets. The movement across all land and building assets (excluding Retail Stores) was a decrease of 2.7%. Retail Stores' property indices were provided by the State Valuation Service (SVS). The cumulative effect across 2013 and 2014 was an increase of 1.09%. As all indices are below the materiality threshold of 5%, the department elected to not apply the indices this year.

(ii) Buildings on Deed of Grant in Trust (DOGIT) land

There is not an active market for departmentally-owned buildings on DOGIT land. The State Valuation Service is engaged to provide independent valuations every five years and indices for the intervening years using depreciated replacement cost approach based on cost per unit of service potential of the most appropriate modern replacement facility adjusted for any differences in future service potential of the asset being valued. The latest independent valuation by SVS for these buildings was in March 2012 for Retail Stores, with an effective date of 30 June 2012 and May 2013 with an effective date of 30 June 2013, for the remainder of the department's properties. Land is valued at a nominal value of \$1 per parcel as land is held in trust for the local community.

Materiality concepts under AASB 1031 are considered in determining whether the difference between the carrying amount and the fair value of an asset is material.

n) Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique.

Observable inputs are publicly available data that are relevant to the characteristics of the assets/liabilities being valued. Observable inputs used by the department include, but are not limited to, published sales data for land and general office buildings.

Unobservable inputs are data, assumptions and judgements that are not available publicly, but are relevant to the characteristics of the assets/liabilities being valued. Significant unobservable inputs used by the department include, but are not limited to, subjective adjustments made to observable data to take account of the characteristics of the department assets/liabilities, internal records of recent construction costs (and/or estimates of such costs) for assets' characteristics/functionality, and assessments of physical condition and remaining useful life. Unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets/liabilities.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

All assets and liabilities of the department for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

- level 1 – represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets and liabilities;
- level 2 – represents fair value measurements that are substantially derived from inputs (other than quoted prices included within level 1) that are observable, either directly or indirectly; and
- Level 3 – represents fair value measurements that are substantially derived from unobservable inputs.

None of the department's valuations of assets or liabilities are eligible for categorisation into level 1 of the fair value hierarchy. As 2013–14 is the first year of application of AASB 13 by the department, there were no transfers of assets between fair value hierarchy levels during the period.

o) Impairment of non-current physical and intangible assets

All non-current physical and intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the department determines the asset's recoverable amount. An impairment loss is recorded where the asset's carrying amount materially exceeds the recoverable amount.

The asset's recoverable amount is determined as the higher of the asset's fair value less costs to sell and depreciated replacement cost.

An impairment loss is recognised immediately in the Statement of Comprehensive Income, unless the asset is carried at a revalued amount. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus of the relevant class to the extent available.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income, unless the asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

p) **Leases**

The department's leases are classified as operating leases. Operating lease payments are representative of the pattern of benefits derived from the leased assets and are expensed in the periods in which they are incurred.

q) **Financial instruments**

Recognition

Financial assets and liabilities are recognised in the Statement of Financial Position when the department becomes party to the contractual provisions of the financial instrument.

Classification

Financial instruments are classified and measured as follows:

- Cash and cash equivalents – held at fair value through profit or loss
- Receivables – held at amortised cost
- Payables – held at amortised cost.

All other disclosures relating to the measurement and financial risk management of financial instruments held by the department are included in note 27.

r) **Intangible assets and amortisation**

Intangible assets held by the department represent its investment in internal use software.

Intangible assets with a cost equal to or greater than \$100,000 are recognised in the financial statements, with items of a lesser value being expensed. Each intangible asset is amortised over its estimated useful life to the department, less any anticipated residual value.

It has been determined that there is not an active market for any of the department's intangible assets. As such, the assets are recognised and carried at cost less accumulated amortisation and accumulated impairment losses.

No intangible assets have been classified as held for sale or form part of a disposal group held for sale.

Internally generated software

Expenditure on research activities relating to internally generated intangible assets is recognised as an expense in the period in which it is incurred.

Costs associated with the development of computer software are capitalised and amortised on a straight-line basis over the period of expected benefit to the department.

Amortisation

Intangible assets are amortised on a straight-line basis reflecting their estimated useful lives to the department. The remaining useful life of each intangible asset is reviewed annually. The department has determined a residual value of zero for all its intangible assets. Assets under development (works in progress) are not amortised until they reach service delivery capacity. Service delivery capacity relates to when development is complete and the asset is first put to use or is installed ready for use in accordance with its intended application.

Class	Rate %
Software – internally generated	10

s) **Payables**

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price. Amounts owing are unsecured and are settled according to individual vendors' terms which are generally 30 days.

t) **Employee benefits**

Employer superannuation contributions, annual leave levies and long service leave levies are regarded as employee benefits.

Payroll tax and workers' compensation insurance are a consequence of employing employees, but are not counted in an employee's total remuneration package. They are not employee benefits and are recognised separately as employee related expenses.

Wages and salaries

Wages and salaries due, but unpaid at reporting date, are recognised in the Statement of Financial Position at current salary rates. As the department expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at their undiscounted values.

Annual leave

The Queensland Government's Annual Leave Central Scheme (ALCS) covers departments, commercialised business units and shared service providers. Under this scheme, a levy is made on the department to cover the cost of employees' annual leave (including leave loading and on-costs). The levies are expensed in the period in which they are payable. Amounts paid to employees for annual leave are claimed from the scheme quarterly in arrears.

No provision for annual leave is recognised in the department's financial statements as the liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Sick leave

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. The department has made the judgement that this is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Superannuation

Employer contributions for superannuation are paid to QSuper, the superannuation scheme for Queensland Government employees, at rates determined by the Treasurer on advice from the State Actuary. Contributions are expensed in the period in which they are paid or payable. The department's obligation is limited to its required fortnightly contribution to QSuper.

The QSuper scheme has defined benefit and defined contribution categories. The liability for defined benefits is held on a whole-of-government basis and reported in the whole-of-government financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Long service leave

Under the Queensland Government's long service leave scheme, a levy is made on the department to cover the cost of employees' long service leave. This levy is expensed in the period in which it is payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

No provision for long service leave is recognised in these financial statements, as this liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Key management personnel and remuneration

Key management personnel and remuneration disclosures are made in accordance with section 5 of the Financial Reporting Requirements for Queensland Government Agencies issued by Queensland Treasury and Trade. Refer to note 7 for the disclosures on key management personnel and remuneration.

u) Contributed equity

Non-reciprocal transfers of assets and liabilities between wholly-owned Queensland state public sector entities, as a result of machinery-of-government changes or other involuntary transfers, are adjusted to Contributed Equity in accordance with Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*. Appropriations for equity adjustments are similarly designated.

v) Insurance

The department's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund (QGIF), with premiums paid on a risk assessment basis. In addition, the department pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

w) Taxation

The department is a state body as defined under the *Income Tax Assessment Act 1936*, and is exempt from Commonwealth taxation except for Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). GST credits receivable from, and GST payable to the Australian Taxation Office (ATO), along with FBT, are recognised and accrued.

FBT payable by the department is recognised as a current payable in the Statement of Financial Position. The net amount of GST recoverable or payable to the ATO is included in the GST receivable or payable in the Statement of Financial Position.

Income, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable as an input tax credit from the ATO. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense.

All receivables and payables are stated with the amount of GST included, provided the related invoices are dated on or before the reporting date. Other receivables and payables resulting from accrued income and expenses are not reported inclusive of GST (if any is applicable).

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

x) Major departmental services

The department had an internal restructure on 31 March 2014. Prior to this date, the services were:

Providing the whole-of-government Aboriginal and Torres Strait Islander policy leadership, coordination, monitoring and the delivery of services to Aboriginal and Torres Strait Islander Queenslanders; and

Providing whole-of-government leadership in cultural diversity policy and engagement with people from culturally and linguistically diverse backgrounds.

The two new departmental services created from 31 March 2014 are:

- Economic participation services to increase the participation of Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds in the Queensland economy by delivering policies and programs that result in our customers acquiring in-demand skills, entering and actively participating in the workforce, having more opportunities to innovate and embrace new business ideas, and to own land and to own their homes; and
- Community participation services to improve community participation by delivering policies and programs that result in greater social cohesion, connected communities and more inclusive communities that value other cultures and Queensland's cultural heritage.

y) Issuance of financial statements

The financial statements are authorised for issue by the Director-General and Chief Finance Officer at the date of signing the Management Certificate.

z) Comparative information and rounding

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is less than \$500, to zero, unless disclosure of the full amount is specifically required.

Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period.

aa) Accounting estimates and judgements

The preparation of financial statements necessarily requires the determination and use of certain critical accounting estimates, assumptions and management judgements that have potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

Critical judgements, estimates and assumptions that have a potential significant effect are outlined in the following financial statement notes:

- Note 1(l) Depreciation of property, plant and equipment
- Note 1(m) Revaluations of property, plant and equipment
- Note 1(n) Fair value measurement
- Note 1(r) Intangible assets and amortisation
- Note 1(h) Receivables.

ab) New and revised accounting standards

The department did not voluntarily change any of its accounting policies during 2013–14.

The only Australian Accounting Standard changes applicable for the first time as from 2013–14 that have had a significant impact on the department's financial statements are those arising from AASB 13 Fair Value Measurement, as explained below:

AASB 13 *Fair Value Measurement* became effective from reporting periods beginning on or after 1 January 2013. AASB 13 sets out a new definition of 'fair value' as well as new principles to be applied when determining the fair value of assets and liabilities. The new requirements apply to all of the department's assets and liabilities (excluding leases) that are measured and/or disclosed at fair value or another measurement based on fair value. The impacts of AASB 13 relate to the fair value measurement methodologies used and financial statement disclosures made in respect of such assets and liabilities.

The department reviewed its fair value methodologies (including instructions to valuers, data used and assumptions made) for all items of property, plant and equipment measured at fair value to ensure those methodologies comply with AASB 13.

AASB 13 has required an increased amount of information to be disclosed in relation to fair value measurements for both assets and liabilities. For those fair value measurements of assets or liabilities that substantially are based on data that is not 'observable' (i.e. accessible outside the department), the amount of information disclosed has significantly increased. Note 1(n) explains some of the principles

underpinning the additional fair value information disclosed. Most of this additional information is set out in note 1(k) Property, plant and equipment and note 18.

A revised version of AASB 119 *Employee Benefits* became effective from reporting periods beginning on or after 1 January 2013. Given the department's circumstances, the only implications for the department were the revised concept of 'termination benefits', and the revised recognition criteria for termination benefit liabilities. If termination benefits meet the timeframe criterion for 'short-term employee benefits', they will be measured according to the AASB 119 requirements for 'short-term employee benefits'. Otherwise, termination benefits need to be measured according to the AASB 119 requirements for 'other long-term employee benefits'. Under the revised standard, the recognition and measurement of employer obligations for 'other long-term employee benefits' will need to be accounted for according to most of the requirements for defined benefit plans.

The revised AASB 119 includes changed criteria for accounting for employee benefits as 'short-term employee benefits'. However, as the department is a member of the Queensland Government central schemes for annual leave and long service leave, this change in criteria has no impact on the department's financial statements as the employer liability is held by the central scheme. The revised AASB 119 also includes changed requirements for the measurement of employer liabilities/assets arising from defined benefit plans, and the measurement and presentation of changes in such liabilities/assets. The department makes employer superannuation contributions only to the QSuper defined benefit plan, and the corresponding QSuper employer benefit obligation is held by the state. Therefore, those changes to AASB 119 will have no impact on the department.

The department is not permitted to early adopt a new or amended accounting standard ahead of the specified commencement date unless approval is obtained from Queensland Treasury and Trade. Consequently, the department has not applied any Australian Accounting Standards and Interpretations that have been issued but are not yet effective. The department applies standards and interpretations in accordance with their respective commencement dates.

At the date of authorisation of the financial report, the expected impacts of new or amended Australian Accounting Standards with future commencement dates are as set out below.

AASB 1055 *Budgetary Reporting* applies from reporting periods beginning on or after 1 July 2014. The department will need to include in its 2014–15 financial statements the original budgeted figures from the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, and Statement of Cash Flows as published in the 2014–15 Queensland Government's Service Delivery Statements. The budgeted statements will need to be presented consistently with the corresponding (actuals) financial statements, and will be accompanied by explanations of major variances between the actual amounts and the corresponding original budgeted figures.

In addition, the department will need to include the original budgeted information for major classes of administered income and expenses, and major classes of administered assets and liabilities. This budgeted information will need to be presented consistently with the corresponding (actuals) administered information, and will be accompanied by explanations of major variances between the actual amounts and the corresponding budgeted financial information.

The following new and revised standards apply as from reporting periods beginning on or after 1 January 2014:

- AASB 10 *Consolidated Financial Statements*
- AASB 11 *Joint Arrangements*
- AASB 12 *Disclosure of Interests in Other Entities*
- AASB 127 (revised) *Separate Financial Statements*
- AASB 128 (revised) *Investments in Associates and Joint Ventures*
- AASB 2011–7 *Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangements Standards* AASB 1, 2, 3, 5, 7, 101, 107, 112, 118, 121, 124, 132, 133, 136, 138, 139, 1023 & 1038 and Interpretations 5, 9, 16 & 17
- AASB 2013–8 *Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities – Control and Structured Entities*.

AASB 10 redefines and clarifies the concept of control of another entity, and is the basis for determining which entities should be consolidated into an entity's financial statements. AASB 2013–8 applies the various principles in AASB 10 for determining whether a not-for-profit entity controls another entity. On the basis of those accounting standards, the department has reviewed the nature of its relationship with

other entities that the department is connected with, to determine the impact of AASB 2013–8. The department's conclusion is that based on existing circumstances, it will not have any control over any entities.

AASB 11 deals with the concept of joint control and sets out new principles for determining the type of joint arrangement that exists, which in turn dictates the accounting treatment. The new categories of joint arrangements under AASB 11 are more aligned to the actual rights and obligations of the parties to the arrangement. The department has assessed its arrangements with other entities to determine whether a joint arrangement exists in terms of AASB 11. Based on present arrangements, no joint arrangements exist. However, if a joint arrangement does arise in the future, the department will need to follow the relevant accounting treatment specified in either AASB 11 or the revised AASB 128, depending on the nature of the joint arrangement.

AASB 9 *Financial Instruments* and AASB 2010–7 *Amendments to Australian Accounting Standards arising from AASB 9 (December 2010)* [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 & 1038 and Interpretations 2, 5, 10, 12, 19 & 127] will become effective from reporting periods beginning on or after 1 January 2017. The main impacts of these standards on the department are that they will change the requirements for the classification, measurement and disclosures associated with the department's financial assets. Under the new requirements, financial assets will be more simply classified according to whether they are measured at amortised cost or fair value. Pursuant to AASB 9, financial assets can only be measured at amortised cost if two conditions are met. One of these conditions is that the asset must be held within a business model whose objective is to hold assets in order to collect contractual cash flows. The other condition is that the contractual terms of the asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The department has commenced reviewing the measurement of its financial assets against the new AASB 9 classification and measurement requirements. However, as the classification of financial assets at the date of initial application of AASB 9 will depend on the facts and circumstances existing at that date, the department's conclusions will not be confirmed until closer to that time. At this stage, and assuming no change in the types of transactions the department enters into, it is not expected that any of the department's financial

assets will meet the criteria in AASB 9 to be measured at amortised cost. Therefore, as from the 2017–18 financial statements, all of the department's financial assets are expected to be required to be measured at fair value, and classified accordingly (instead of the measurement classifications presently used in notes 1(t), and 27). The same classification will be used for net gains/losses recognised in the Statement of Comprehensive Income in respect of those financial assets. In the case of the department's current receivables, as they are short-term in nature, the carrying amount is expected to be a reasonable approximation of fair value.

The department will not need to restate comparative figures for financial instruments on adopting AASB 9 as from 2017–18. However, changed disclosure requirements will apply from that time. A number of one-off disclosures will be required in the 2017–18 financial statements to explain the impact of adopting AASB 9. Assuming no change in the types of financial instruments that the department enters into, there will be no material impact on the department.

All other Australian accounting standards and interpretations with future commencement dates are either not applicable to the department's activities, or have no material impact on the department.

	2014 \$'000	2013 \$'000
2. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND		
Reconciliation of payments from consolidated fund to appropriation revenue for services recognised in statement of comprehensive income		
Budgeted appropriation revenue for services	54,222	52,768
Transfer to administered revenue, refer to note 29	(2,572)	(3,205)
Lapsed appropriation revenue for services	(2,119)	(6,467)
Total appropriation revenue for services receipts (cash)	49,531	43,096
Less: Opening balance of appropriation revenue receivable	-	(1,308)
Plus: Closing balance of appropriation revenue receivable	1,848	-
Plus: Opening balance of appropriation revenue payable	773	12,738
Net appropriation revenue	52,152	54,526
Appropriation revenue for services recognised in statement of comprehensive income	52,152	54,526
3. SALE OF GOODS		
Sale of goods - Retail Stores	27,782	26,153
Rental income	131	87
Total	27,913	26,240
4. GRANTS AND OTHER CONTRIBUTIONS		
Contributions from other government agencies	22,511	35,639
Goods and services received at below fair value	1,777	1,500
Grants	102	1,170
Total	24,390	38,309
5. OTHER REVENUE		
Interest	122	134
Expenditure recoveries	54	14
Grant refunds	1	136
Other	339	270
Total	516	554

	2014 \$'000	2013 \$'000
6. EMPLOYEE EXPENSES		
Employee benefits		
Wages and salaries	27,386	27,907
Employer superannuation contributions*	3,628	3,400
Annual leave levy*	2,942	2,859
Long service leave levy*	639	597
Other employee benefits	1,128	1,143
	35,723	35,906
Employee related expenses		
Payroll tax	1,682	1,553
Workers' compensation premium	226	182
Other employee related expenses	240	227
	2,148	1,962
Total	37,871	37,868

* Refer to note 1(t).

The number of employees as at 30 June 2014 including both full-time employees and part-time employees measured on a full-time equivalent basis is:

	2014	2013
Number of employees	359	370

7. KEY MANAGEMENT PERSONNEL AND REMUNERATION

(a) Key management personnel

Accountability for the department's operations under the *Financial Accountability Act 2009* resides solely with the Director-General as the Accountable Officer. The Director-General is the Chair of the Executive Leadership Team and the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs Board (the Board) and all decisions made by the Board are considered to be the decisions of the Accountable Officer, and are binding. Key management of the department has been defined as the Board (membership of which is set out in the table below). The Board includes those positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2013–14. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

POSITION	RESPONSIBILITIES	CURRENT INCUMBENTS	
		CONTRACT CLASSIFICATION AND APPOINTMENT AUTHORITY	DATE APPOINTED TO POSITION (DATE RESIGNED FROM POSITION)
Director-General	Responsible for the efficient, effective and economic administration of the department.	CEO / s92 <i>Public Service Act 2008</i>	Resigned 26 July 2013
Acting Director-General	Responsible for the efficient, effective and economic administration of the department.	CEO / s92 <i>Public Service Act 2008</i>	Temporary assignment from 29 July to 4 October 2013
Director-General	Responsible for the efficient, effective and economic administration of the department.	CEO / s92 <i>Public Service Act 2008</i>	Appointed 9 October 2013
Deputy Director-General, Economic Participation	Responsible for developing, leading and driving strategy, policy, programs and service delivery outcomes for Aboriginal and Torres Strait Islander Queenslanders and people from cultural diverse backgrounds that deliver improved economic and business development opportunities.	s122 <i>Public Service Act 2008</i>	Appointed 16 June 2014
Acting Deputy Director-General, Economic Participation	Responsible for developing, leading and driving strategy, policy, programs and service delivery outcomes for Aboriginal and Torres Strait Islander Queenslanders and people from cultural diverse backgrounds that deliver improved economic and business development opportunities.	Employed under the <i>Public Service Act 2008</i>	Temporary assignment from 31 March to 15 June 2014
Deputy Director-General, Community Participation	Responsible for developing, leading and driving the development and implementation of social policy, strategic initiatives and programs to deliver on government priorities for Aboriginal and Torres Strait Islander Queenslanders and people from diverse cultural backgrounds.	SES 3 High employed under the <i>Public Service Act 2008</i>	Appointed 3 April 2012
Acting Deputy Director-General, Community Participation	Responsible for developing, leading and driving the development and implementation of social policy, strategic initiatives and programs to deliver on government priorities for Aboriginal and Torres Strait Islander Queenslanders and people from diverse cultural backgrounds.	SES 3 High employed under the <i>Public Service Act 2008</i>	Temporary assignment from 31 March to 15 June 2014
Executive Director – Cultural Diversity Queensland	Responsible for the effective strategic leadership, support and advice in the development, delivery and coordination of policy, systemic reforms and engagement initiatives in relation to cultural diversity with whole-of-government and/or cross sectoral (national, state, regional or local levels) approach.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed 16 February 2013

7. KEY MANAGEMENT PERSONNEL AND REMUNERATION (CONTINUED)

POSITION	RESPONSIBILITIES	CURRENT INCUMBENTS	
		CONTRACT CLASSIFICATION AND APPOINTMENT AUTHORITY	DATE APPOINTED TO POSITION (DATE RESIGNED FROM POSITION)
Executive Director – Remote Indigenous Land and Infrastructure Program Office	Responsible for facilitating housing investment and a range of other social and economic development opportunities in discrete Aboriginal and Torres Strait Islander communities and lead the implementation and coordination of engagement and planning for Aboriginal and Torres Strait Islander communities within the Far North Queensland region.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed 3 April 2012
Acting Executive Director, Economic Participation	Responsible for high level policy and program advice to the Deputy Director-General, the Director-General, Minister and other Government agencies to improve social outcomes for the benefit of Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Temporary assignment from 3 June 2013
Acting Executive Director, Aboriginal and Torres Strait Islander Policy	Responsible for high level policy and program advice to the Deputy Director-General, the Director-General, Minister and other Government agencies to improve social outcomes for the benefit of Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Temporary assignment from 16 February 2013
Executive Director, Corporate and Client Services	Responsible for corporate functions such as governance and reporting, finance, human resources and executive services as well as lead responsibility for client based activities such as managing retail stores, community and personal histories, and the Cape York Peninsula tenure resolution program.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed 10 September 2012

(b) Remuneration expenses

Remuneration policy for the department's key executive management personnel is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. The remuneration and other terms of employment for the key management personnel are specified in employment contracts. The contracts may provide for other benefits including a motor vehicle allowance and, for chief executive officers (CEOs), may provide for the provision of At Risk Component payments.

For the 2013–14 year, remuneration of key management personnel increased by 2.2 per cent in accordance with government policy.

Remuneration packages for key management personnel comprise the following components:

- Short-term employee benefits which include:
 - salaries, allowances and leave entitlements earned and expensed for the entire year or for that part of the year during which the employee occupied the specified position
 - performance payments recognised as an expense during the year
 - non-monetary benefits - consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.
- Long-term employee expenses include amounts expensed in respect of long service leave entitlements earned.
- Post employment benefits include amounts expensed in respect of employer superannuation obligations.
- Termination benefits are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods in lieu of notice on termination, regardless of the reason for termination.

7. KEY MANAGEMENT PERSONNEL AND REMUNERATION (CONTINUED)

(c) Performance payments

The remuneration package for the Director-General includes a potential performance payment up to a maximum of \$36,817. Eligibility for such a performance payment is conditional on the achievement of objectives that are documented in that position's performance agreement.

Public service CEOs have part of their total remuneration package placed "at risk" and paid only if they meet or exceed the agreed performance standards. The chief executive performance evaluation process comprises:

- reporting on end of year achievement and self-assessment by each chief executive against their performance agreement/intended outcomes
- analysis by the Commission Chief Executive (Public Service Commission), the Under Treasurer (Queensland Treasury and Trade) and the Director-General (Department of the Premier and Cabinet) of relevant performance data
- a rigorous, independent and objective assessment of CEOs performance at the end of each financial year using, amongst other things, information provided from above two steps. This performance assessment is undertaken by a Chief Executive Performance Evaluation Committee (CEPEC)
- recommendations from the CEPEC to the Premier
- the Premier's ultimate discretion regarding whether the CEO will be paid an At Risk Component payment and, if so, how much.

As at the date of management certification of these financial statements, the eligibility to a performance payment for the Director-General in respect of the 2013–14 financial year had not yet been confirmed. With respect to the process to determine eligibility, for chief executive officers, recommendations are yet to be made by the Chief Executive Performance Evaluation Committee to the Premier. Therefore, any performance payment approved will be reported as an expense within 2014–15.

The basis for performance payments expensed in the 2013–14 financial year is set out below:

POSITION	DATE PAID	BASIS FOR PAYMENT
Former Director-General	17 November 2013	Consistent with the above mentioned timeframe and process, this payment relates to the achievement of performance criteria during 2012–13. In accordance with the terms of the performance agreement for this position, it was determined that a payment of \$20,334 be awarded. This was paid for the eligibility period between 1 November 2012 to 30 June 2013.

The aggregate performance payments paid to all key management personnel are as follows:

	2014 \$'000	2013 \$'000
Key management personnel	20	-

7. KEY MANAGEMENT PERSONNEL AND REMUNERATION (CONTINUED)

1 July 2013 – 30 June 2014

POSITION (DATE RESIGNED IF APPLICABLE)	SHORT-TERM EMPLOYEE BENEFITS		LONG-TERM EMPLOYEE BENEFITS \$'000	POST EMPLOYMENT BENEFITS \$'000	TERMINATION BENEFITS \$'000	TOTAL REMUNERATION \$'000
	BASE \$'000	NON- MONETARY BENEFITS \$'000				
Director-General (Resigned 26 July 2013)	86	5	-	2	-	93
Acting Director- General	43	4	1	5	-	53
Director-General	211	1	5	24	-	241
Deputy Director- General, Economic Participation	5	-	-	1	-	6
Acting Deputy Director-General, Economic Participation	46	1	1	5	-	53
Deputy Director- General, Community Participation	158	16	4	19	-	197
Acting Deputy Director-General, Community Participation	42	1	1	4	-	48
Executive Director - Cultural Diversity Queensland	135	12	3	16	-	166
Executive Director - Remote Indigenous Land and Infrastructure Program Office	174	11	4	20	-	209
Acting Executive Director - Economic Participation	169	3	4	16	-	192
Acting Executive Director - Aboriginal and Torres Strait Islander Policy	169	2	4	16	-	191
Executive Director - Corporate and Client Services	177	4	4	19	-	204

7. KEY MANAGEMENT PERSONNEL AND REMUNERATION (CONTINUED)

1 July 2012 – 30 June 2013

POSITION (DATE RESIGNED IF APPLICABLE)	SHORT-TERM EMPLOYEE BENEFITS		LONG-TERM EMPLOYEE BENEFITS \$'000	POST EMPLOYMENT BENEFITS \$'000	TERMINATION BENEFITS \$'000	TOTAL REMUNERATION \$'000
	BASE \$'000	NON- MONETARY BENEFITS \$'000				
Director-General	246	35	6	30	-	317
Deputy Director- General, Aboriginal and Torres Strait Islander Services	191	27	4	23	-	245
Executive Director - Remote Indigenous Land and Infrastructure Program Office	162	25	4	19	-	210
Executive Director - Aboriginal and Torres Strait Islander Policy	92	21	2	11	-	126
Acting Executive Director - Aboriginal and Torres Strait Islander Policy	67	5	2	7	-	81
Executive Director - Employment, Culture and Programs	149	33	4	18	-	204
Acting Executive Director - Employment, Culture and Programs	13	-	-	1	-	14
Executive Director - Multicultural Affairs Queensland	91	19	2	16	199	327
Acting Executive Director - Multicultural Affairs Queensland	63	14	2	6	-	85
Executive Director - Corporate and Client Services	179	3	4	19	-	205

	2014 \$'000	2013 \$'000
8. SUPPLIES AND SERVICES		
Professional and technical fees	5,929	4,329
Operating lease rentals	3,325	3,162
Outsourced corporate services	2,522	3,294
Administration costs	1,990	2,553
Property operational costs	1,497	96
Travel	1,216	1,140
Repairs and maintenance	982	723
Computer operating costs	446	408
Telecommunications	394	400
Minor plant and equipment	103	88
Consultancies	38	212
Other	209	1,303
Total	18,651	17,708
9. GRANTS AND SUBSIDIES		
Grants - capital	14,914	26,971
Grants - operating	10,930	11,181
Sponsorships	45	104
Total	25,889	38,256
10. DEPRECIATION AND AMORTISATION		
Depreciation and amortisation incurred in respect of:		
Plant and equipment	705	596
Buildings	570	508
Software	25	25
Total	1,300	1,129
11. INVENTORY EXPENSES		
Cost of sales of inventories	19,258	18,449
Inventories write-down	-	2
Total	19,258	18,451
12. IMPAIRMENT LOSSES		
Other debtors	8	534
Total	8	534

	2014 \$'000	2013 \$'000
13. OTHER EXPENSES		
External audit fees #	169	110
Insurance premiums — Queensland Government Insurance Fund	126	101
Loss on disposal of non-current assets	75	1,645
Legal claims	17	-
Donations and gifts	16	48
Appropriation revenue for services refundable	-	773
Other	8	2
Total	411	2,679

The Auditor-General of Queensland is the department's external auditor. Total external audit fees relating to the 2013–14 financial year are estimated to be \$0.185 million (2013 \$0.195 million). There are no non-audit services included in this amount.

14. CASH AND CASH EQUIVALENTS		
Cash at bank	13,517	23,177
Imprest accounts	1,657	748
Total	15,174	23,925

Departmental bank accounts, excluding Retail Stores, grouped within the whole-of-government set-off arrangement with the Queensland Treasury Corporation do not earn interest on surplus funds. Interest earned on the aggregate set-off arrangement balance accrues to the Consolidated Fund.

15. RECEIVABLES		
Current		
Trade and other debtors	6,276	1,164
Less: Allowance for impairment loss	(3)	(14)
	6,273	1,150
GST input tax credits receivable	478	662
GST payable	(127)	(254)
Net GST receivable	351	408
Appropriation revenue for services receivable	1,848	-
Annual leave reimbursements	585	734
Long service leave reimbursements	87	259
Total	9,144	2,551

16. INVENTORIES		
Goods held for sale	2,625	2,369
Less: Allowance for stock obsolescence	(18)	(18)
Total	2,607	2,351

	2014 \$'000	2013 \$'000
17. OTHER ASSETS		
Current		
Prepayments	65	1
Total	65	1
18. PROPERTY, PLANT AND EQUIPMENT		
Land: At fair value *		
Gross	3,820	3,820
Buildings: At fair value *		
Gross	32,611	32,396
Less: Accumulated depreciation	(13,934)	(13,270)
	18,677	19,126
Plant and equipment: At cost #		
Gross	9,519	8,617
Less: Accumulated depreciation	(5,808)	(5,565)
	3,711	3,052
Work in progress		
At cost	40	237
Total	26,248	26,235

* Refer to note 1(n) for further information on these assets.

The department has plant and equipment with an original cost of \$0.046 million (2013 \$0.127 million) and a written-down value of zero still being used in the provision of services.

PROPERTY, PLANT AND EQUIPMENT RECONCILIATION	LAND \$'000	BUILDINGS \$'000	PLANT AND EQUIPMENT \$'000	CAPITAL WORKS IN PROGRESS \$'000	TOTAL \$'000
Carrying amount at 1 July 2012	3,024	16,148	3,473	2,893	25,538
Acquisitions	-	-	80	304	384
Transfers between classes	135	1,080	111	(1,327)	(1)
Disposals	(280)	(11)	(16)	(1,633)	(1,940)
Revaluation increments (decrements)	941	2,417	-	-	3,358
Depreciation	-	(508)	(596)	-	(1,104)
Carrying amount at 30 June 2013	3,820	19,126	3,052	237	26,235
Carrying amount at 1 July 2013	3,820	19,126	3,052	237	26,235
Acquisitions	-	-	171	1,287	1,458
Transfers between classes	-	198	1,276	(1,474)	-
Disposals	-	(19)	(83)	(10)	(112)
Revaluation increments (decrements)	-	(58)	-	-	(58)
Depreciation	-	(570)	(705)	-	(1,275)
Carrying amount at 30 June 2014	3,820	18,677	3,711	40	26,248

18. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Fair Value Levels**Categorisation of fair values recognised as at 30 June 2014 (refer to note 1(n))**

	LEVEL 1 \$'000	LEVEL 2 \$'000	LEVEL 3 \$'000	TOTAL \$'000
Land	-	3,820	-	3,820
Buildings	-	3,598	15,079	18,677

Level 3 fair value reconciliation (refer to note 1(n))

	BUILDINGS 2014 \$'000	TOTAL 2014 \$'000
Carrying amount at 1 July 2013	15,642	15,642
Transfers between asset classes	8	8
Disposals	(18)	(18)
Net revaluation increments (decrements)	(58)	(58)
Depreciation	(495)	(495)
Carrying amount at 30 June 2014	15,079	15,079

Level 3 significant valuation inputs and relationship to fair value

DESCRIPTION	VALUATION TECHNIQUE	SIGNIFICANT UNOBSERVABLE INPUTS	RANGE (WEIGHTED AVERAGE)	SENSITIVITY OF FAIR VALUE MEASUREMENT TO CHANGES IN SIGNIFICANT UNOBSERVABLE INPUTS
Specialised buildings such as Retail Stores, community facilities, small group homes and similar	Depreciated Replacement Cost	Direct cost per square metre	\$677 - \$3,487 per m2 (\$1,110 per m2)	A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.
		Locality Factors due to remoteness of location	1 - 1.9	A significantly higher locality factor would result in a significantly higher valuation.
		Useful Life/Condition Assessment	40-60 years (55 years)	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.

Usage of alternative level 3 inputs which are reasonable in the circumstances as at the revaluation date, would not result in material changes in the reported fair value. There are no significant inter-relationships between unobservable inputs that materially impact fair value.

	2014 \$'000	2013 \$'000
19. INTANGIBLE ASSETS		
Software - internally generated (at cost)	298	298
Less: Accumulated amortisation	(100)	(75)
Total	198	223

INTANGIBLE ASSETS RECONCILIATION	SOFTWARE INTERNALLY GENERATED \$'000	
Carrying amount 1 July 2012		248
Acquisitions through restructuring		-
Amortisation		(25)
Carrying amount 30 June 2013		223
Carrying amount 1 July 2013		223
Acquisitions		-
Amortisation		(25)
Carrying amount 30 June 2014		198

The department has no intangible assets with a written-down value of zero still being used in the provision of services.

	2014 \$'000	2013 \$'000
20. PAYABLES		
Grants and subsidies payable	7,593	8,811
Trade creditors and accruals	2,302	3,833
Appropriation revenue for services payable	-	773
Other	240	370
Total	10,135	13,787

21. ACCRUED EMPLOYEE BENEFITS		
Annual leave levy payable	815	864
Salaries and wages payable	198	167
Long service leave levy payable	165	141
Total	1,178	1,172

	LAND \$'000	BUILDINGS \$'000	TOTAL \$'000
22. ASSET REVALUATION SURPLUS BY CLASS			
Carrying amount at 1 July 2012	-	-	-
Net revaluation increments (decrements)	941	2,417	3,358
Carrying amount at 30 June 2013	941	2,417	3,358
Carrying amount at 1 July 2013	941	2,417	3,358
Net revaluation increments (decrements)	-	(58)	(58)
Carrying amount at 30 June 2014	941	2,359	3,300

The asset revaluation surplus represents the net effect of upwards and downwards revaluations of assets to fair value.

	2014 \$'000	2013 \$'000
23. RECONCILIATION OF OPERATING RESULT TO NET CASH FROM OPERATING ACTIVITIES		
Operating surplus	1,583	3,004
Depreciation and amortisation expense	1,300	1,129
Loss on disposal of non-current assets	75	1,645
Impairment losses	8	534
Change in assets and liabilities:		
(Increase) decrease in GST input tax credits receivable	185	(512)
(Increase) decrease in receivables	(6,659)	6,933
(Increase) decrease in inventories	(256)	498
(Increase) decrease in other assets	(63)	67
Increase (decrease) in accounts payable	(3,667)	(1,581)
Increase (decrease) in GST payable	(127)	125
Increase (decrease) in accrued employee benefits	6	(541)
Net cash from operating activities	(7,615)	11,301

24. NON-CASH FINANCING AND INVESTING ACTIVITIES

Assets received or transferred by the department as a result of machinery-of-government changes or other involuntary transfers, and liabilities transferred to/from other Queensland state public sector entities, are set out in the Statement of Changes in Equity.

	2014 \$'000	2013 \$'000
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(a) Non-cancellable operating lease commitments

Commitments under operating leases at reporting date are inclusive of anticipated GST and are payable as follows:

25. COMMITMENTS FOR EXPENDITURE		
Within 12 months	711	403
12 months or longer and not longer than five years	2,101	683
Longer than five years	1,892	-
Total	4,704	1,086

Operating leases are entered into as a means of acquiring access to office accommodation and storage facilities.

Lease payments are generally fixed, but with inflation escalation clauses on which contingent rentals are determined. The lease term is generally for an initial fixed period with options to extend the lease for a further period or periods. No purchase options exist in relation to operating leases and no operating leases contain restrictions on financing or other leasing activities.

Each lease varies to some extent based on factors such as market conditions and concessions that can be negotiated with individual landlords and their agents.

(b) Capital expenditure commitments

Material classes of capital expenditure commitments inclusive of anticipated GST, contracted for at reporting date but not recognised in the accounts are payable as follows:

Plant and equipment

Within 12 months	261	7
Total	261	7

(c) Grants and subsidies expenditure commitments

Grants and subsidies commitments inclusive of anticipated GST that the department has committed to provide at reporting date, but not recognised in the accounts are payable as follows:

Aboriginal and Torres Strait Islander Services	-	27
Multicultural Affairs Queensland	-	4,349
Economic Participation	11,247	-
Community Participation	4,463	-
Total	15,710	4,376
Within 12 months	15,702	2,252
12 months or longer and not longer than five years	8	2,124
Total	15,710	4,376

(d) Other expenditure commitments

Other expenditure committed at the end of the year but not recognised in the accounts are as follows:

Within 12 months	4,173	189
12 months or longer and not longer than five years	2,120	-
Total	6,293	189

26. CONTINGENCIES

(a) Contingent liabilities - litigation

At 30 June 2014, the following number of cases were filed with the respective jurisdictions naming the department as defendant:

	NUMBER OF CASES	
	2014	2013
Supreme Court	-	-
District Court	-	1
Coroner's Court	-	-
Other courts	-	-
Court not yet identified	-	-
	-	1

27. FINANCIAL INSTRUMENTS

(a) Categorisation of financial instruments

The department has the following categories of financial assets and financial liabilities:

CATEGORY	NOTE	2014 \$'000	2013 \$'000
FINANCIAL ASSETS			
Cash and cash equivalents	14	15,174	23,925
Receivables	15	9,144	2,551
Total		24,318	26,476
FINANCIAL LIABILITIES			
Payables	20	10,135	13,787
Total		10,135	13,787

27. FINANCIAL INSTRUMENTS (CONTINUED)

(b) Financial risk management

The department's activities expose it to a variety of financial risks - credit risk, liquidity risk and market risk.

Financial risk management is implemented pursuant to government and departmental policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the department.

All financial risk is managed under policies approved by the department. The department provides written principles for overall risk management, as well as policies covering specific areas. The department measures risk exposure using a variety of methods as follows:

- Credit risk - Ageing analysis, earnings at risk
- Liquidity risk - Sensitivity analysis.

(c) Credit risk exposure

Credit risk exposure refers to the situation where the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.

The maximum exposure to credit risk at balance date in relation to each class of recognised financial asset is the gross carrying amount of those assets inclusive of any allowances for impairment.

No collateral is held as security and no credit enhancements relate to financial assets held by the department.

No financial assets and financial liabilities have been offset and presented net in the Statement of Financial Position.

The department manages credit risk through the use of a credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the department invests in secure assets and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on an ongoing basis.

To minimise credit risk, timely monitoring and management of overdue accounts is conducted, including prompt follow-up of outstanding debts with letters and telephone calls.

The allowance for impairment reflects the occurrence of a loss event. The most readily identifiable loss event is where a debtor is overdue in paying a debt to the department, according to the due date (normally terms of 30 days).

The write-off of unrecoverable amounts for receivables are deducted from the relevant allowance for impairment to the extent that such write-offs have been anticipated via that allowance.

In other situations, if the department determines that an amount owing by a debtor becomes uncollectable (after appropriate range of debt recovery actions), that amount is recognised as a Bad Debt expense and written-off directly against receivables.

27. FINANCIAL INSTRUMENTS (CONTINUED)

Ageing of past due but not impaired as well as impaired financial assets are disclosed in the following tables:

	LESS THAN 30 DAYS \$'000	OVERDUE			TOTAL \$'000
		30 - 60 DAYS \$'000	61 - 90 DAYS \$'000	MORE THAN 90 DAYS \$'000	
2013 FINANCIAL ASSETS PAST DUE BUT NOT IMPAIRED					
Receivables	6,136	81	50	6	6,273
Total	6,136	81	50	6	6,273
2013 FINANCIAL ASSETS PAST DUE BUT NOT IMPAIRED					
Receivables	932	176	12	30	1,150
Carrying amount	932	176	12	30	1,150
2014 INDIVIDUALLY IMPAIRED FINANCIAL ASSETS					
Receivables (gross)	-	-	-	3	3
Allowance for impairment	-	-	-	-3	-3
Carrying amount	-	-	-	-	-
2013 INDIVIDUALLY IMPAIRED FINANCIAL ASSETS					
Receivables (gross)	-	-	-	14	14
Allowance for impairment	-	-	-	-14	-14
Carrying amount	-	-	-	-	-
MOVEMENTS IN ALLOWANCE FOR IMPAIRMENT					
Balance as at 1 July				14	278
Increase (decrease) in allowance recognised in operating result				3	14
Amounts written-off during the year				-4	-278
Amounts recovered during the year				-10	-
Balance at 30 June				3	14

27. FINANCIAL INSTRUMENTS (CONTINUED)

(d) Liquidity risk

Liquidity risk refers to the situation where the department may encounter difficulty in meeting obligations associated with financial liabilities.

The department is exposed to liquidity risk in respect of its payables, in that the department needs to be able to pay these amounts when they fall due.

The department manages liquidity risk by ensuring the department has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring that levels of cash are held within the bank account to match the expected duration of the various employee and supplier liabilities.

The following table sets out the liquidity risk of financial liabilities held by the department. It represents the contractual maturity of financial liabilities, calculated based on undiscounted cash flows relating to liabilities at reporting date.

	NOTE	<1 YEAR \$'000	1-5 YEARS \$'000	>5 YEARS \$'000	TOTAL \$'000
FINANCIAL LIABILITIES PAYABLE IN 2014					
Payables	20	10,135	-	-	10,135
Total		10,135	-	-	10,135
FINANCIAL LIABILITIES PAYABLE IN 2013					
Payables	20	13,787	-	-	13,787
Total		13,787	-	-	13,787

(e) Fair value

The carrying amount of the department's receivables and payables is assumed to approximate the value of the original transaction, less any allowance for impairment.

	2014 \$'000	2013 \$'000
28. SCHEDULE OF ADMINISTERED ITEMS		
Administered revenues		
Administered appropriation	8,172	6,920
Interest revenue	9	11
Administered expenses		
Administered grants	(8,172)	(6,919)
Total administered operating result	9	12
Administered assets		
Cash and cash equivalents *	529	1,422
Interest revenue receivable	2	3
Administered liabilities		
Payables	-	(903)
Net administered assets	531	522
Administered equity		
Contributed equity	510	510
Accumulated surplus	21	12
Total administered equity	531	522

*Includes \$0.528 million in administered cash assets for the Aboriginal Welfare Fund.

29. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED REVENUE		
Budgeted appropriation	5,600	3,715
Transfer from appropriation revenue for services, refer to note 2	2,572	3,205
Administered revenue recognised in note 28	8,172	6,920

30. SUBSEQUENT EVENTS

Employee Housing

On 1 July 2014, as part of the Government Employee Housing Centralisation Project, the department will transfer 13 of its Government Employee properties to the Department of Housing and Public Works (HPW). The final market rents have been agreed and leasing agreements are in place for the transferred properties that DATSIMA continue to occupy to ensure a smooth transition to HPW. The transfer is at arm's length basis and the value of these properties at 30 June 2014 is \$6.3M.

Payroll Tax

From 1 July 2014, this department is exempt from paying payroll tax under the provision of Part 2, Division 2 of the *Payroll Tax Act 1971*. The impact of this is a reduction in payroll tax expense in 2014-15 of approximately \$1.6M.

Certificate of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 42 of the *Financial and Performance Management Standard 2009* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

- a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the financial year ended 30 June 2014 and of the financial position of the department at the end of that year; and
- c) these assertions are based on an appropriate system of internal controls and risk management processes being effective, in all material respects, with respect to financial reporting throughout the reporting period.

.....
Colleen Orange B.Bus CPA

Chief Finance Officer

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

27 August 2014

.....
James Purtill

Director-General

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

27 August 2014

Independent Auditor's report

To the Accountable Officer of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs

Report on the Financial Report

I have audited the accompanying financial report of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, which comprises the statement of financial position and statement of assets and liabilities by major departmental services as at 30 June 2014, the statement of comprehensive income, statement of changes in equity and statement of cash flows and statement of comprehensive income by major departmental services for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certificates given by the Director-General and Chief Finance Officer.

The Accountable Officer's Responsibility for the Financial Report

The Accountable Officer is responsible for the preparation of the financial report that gives a true and fair view in accordance with prescribed accounting requirements identified in the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, including compliance with Australian Accounting Standards. The Accountable Officer's responsibility also includes such internal control as the Accountable Officer determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on the audit. The audit was conducted in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the Australian Auditing Standards. Those standards require compliance with relevant ethical requirements relating to audit engagements and that the audit is planned and performed to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control, other than in expressing an opinion on compliance with prescribed requirements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Accountable Officer, as well as evaluating the overall presentation of the financial report including any mandatory financial reporting requirements approved by the Treasurer for application in Queensland.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

The *Auditor-General Act 2009* promotes the independence of the Auditor-General and all authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can be removed only by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

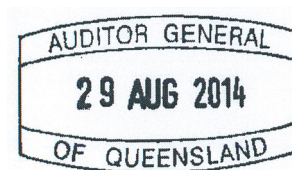
Opinion

In accordance with s.40 of the *Auditor-General Act 2009* –

- a) I have received all the information and explanations which I have required; and
- b) in my opinion –
 - (i) the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the financial report presents a true and fair view, in accordance with the prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the financial year 1 July 2013 to 30 June 2014 and of the financial position as at the end of that year.

Other Matters - Electronic Presentation of the Audited Financial Report

Those viewing an electronic presentation of these financial statements should note that audit does not provide assurance on the integrity of the information presented electronically and does not provide an opinion on any information which may be hyperlinked to or from the financial statements. If users of the financial statements are concerned with the inherent risks arising from electronic presentation of information, they are advised to refer to the printed copy of the audited financial statements to confirm the accuracy of this electronically presented information.



A M GREAVES FCA FCPA
Auditor-General of Queensland

Queensland Audit Office
Brisbane

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Glossary

ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL CAPABILITY AND ENGAGEMENT FRAMEWORK

Cultural capability is the integration of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal people and Torres Strait Islander people. It is demonstrated through knowledge, skills and behaviours.

The Cultural Capability Framework is underpinned by the five public sector principles – valuing culture; leadership and accountability; building cultural capability to improve economic participation; Aboriginal and Torres Strait Islander engagement and culturally responsive systems and services, which will enable Queensland’s public service to become the most responsive and respected in Australia.

The Framework is the foundation document that underpins all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same opportunities – economic, education, health, housing and social – as non-Indigenous Queenslanders. It will underpin the way we do business so we can ensure all Aboriginal and Torres Strait Islander Queenslanders can share equally in the great future of our great state.

ALCOHOL MANAGEMENT PLANS (AMPs)

Alcohol Management Plans are a combination of alcohol supply and demand reduction strategies which aim to reduce alcohol misuse and related harm within an Indigenous community.

The supply of alcohol (alcohol restrictions, licence conditions, enforcement activities, bans on homebrew, dry-place declarations and Liquor Accords); and the demand for alcohol through service delivery, including those provided under the Alcohol Management Reform Program (rehabilitation services, detoxification services, and sport and recreation services).

Each community has its own individual AMP. The AMP is not a written plan but rather a set of strategies and services which aim to reduce alcohol-related violence and harm.

CABINET COMMITTEE ON ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CCATSIA)

The Cabinet Committee on Aboriginal and Torres Strait Islander Affairs was established in December 2012 as a cross-portfolio arrangement to ensure the coordination of policy, programs and services, and to drive and oversee the implementation of government priorities for Aboriginal and Torres Strait Islander affairs. The Committee comprises the:

- Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs and Minister Assisting the Premier (Chair)
 - Minister for Health
 - Minister for Education, Training and Employment
 - Minister for Police, Fire and Emergency Services
 - Minister for Communities, Child Safety and Disability Services
 - Minister for Housing and Public Works
 - Minister for Local Government, Community Recovery and Resilience
 - Assistant Minister for Aboriginal and Torres Strait Islander Affairs
 - Assistant Minister for Child Safety.
-

CAPE YORK PENINSULA TENURE RESOLUTION PROGRAM (CYPTRP)	<p>The Cape York Peninsula Tenure Resolution Program delivers economic opportunities to Aboriginal people and protects the Cape York region’s iconic natural areas and waterways by transferring land to Aboriginal ownership and establishing joint management of national parks.</p> <p>This program also provides practical support to Aboriginal corporations and land trusts to assist them to develop effective governance, land management and economic activities.</p>
CAPE YORK WELFARE REFORM	<p>Cape York Welfare Reform is a partnership between the Queensland and Australian Governments, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.</p> <p>The objective of the reform is to restore social norms and local authority, and change behaviours in response to chronic levels of welfare dependency, social dysfunction and economic exclusion.</p>
COMMUNITY ACTION FOR A MULTICULTURAL SOCIETY (CAMS) PROGRAM	<p>Under this program the department funds community-based organisations to employ workers to undertake community development and support activities that benefit people from culturally diverse backgrounds.</p>
CULTURAL DIVERSITY QUEENSLAND’S ECONOMIC PARTICIPATION GRANTS PROGRAM	<p>A funding program to employment pathways and business development projects for culturally diverse Queenslanders, particularly recently arrived humanitarian entrants and migrants.</p>
CULTURAL HERITAGE	<p>Aboriginal and Torres Strait Islander cultural heritage is anything that is a significant Aboriginal or Torres Strait Islander area or object in Queensland, or evidence of archaeological or historic significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.</p>
DISCRETE INDIGENOUS COMMUNITY	<p>This term refers to the following 19 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mornington Island, Mapoon, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal and Yarrabah.</p>
FAMILY RESPONSIBILITIES COMMISSION (FRC)	<p>The Family Responsibilities Commission supports the establishment of local Aboriginal and Torres Strait Islander authority and the restoration of social norms in the four Cape York Welfare Reform communities.</p>
ISLANDERS BOARD OF INDUSTRY AND SERVICE (IBIS)	<p>The Islanders Board of Industry and Service is a statutory board established to deliver goods and services, including healthy food at the lowest possible prices, to the communities of the Torres Strait and the Northern Peninsula Area.</p>
LAND USE PLANNING SCHEMES	<p>Schemes which provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community’s land.</p>
LANGUAGE SERVICES POLICY	<p>The <i>Language Services Policy</i> aims to ensure that Queenslanders from culturally diverse backgrounds with limited understanding of English have access to the full range of Queensland Government services through the use of interpreters and translated information.</p>

LOCAL AREA MULTICULTURAL PARTNERSHIPS (LAMP) PROGRAM	The Local Area Multicultural Partnerships program works with local councils and the Local Government Association of Queensland to promote cultural and social inclusion at the community level. This program supports local governments to increase cultural competence within their workforce and ensure their core business reflects the cultural diversity of the local region. Each local council is required to match the funding provided by the Queensland Government.
NAIDOC WEEK	NAIDOC stands for National Aborigines and Islanders Day Observance Committee. NAIDOC Week is recognised nationwide in the first full week of July. NAIDOC Week is a time to celebrate Aboriginal and Torres Strait Islander cultures and an opportunity to recognise the contributions that Indigenous Australians make to our country and our society.
NATIONAL PARTNERSHIP AGREEMENT	National Partnership Agreements are agreements between the Commonwealth Government and state and territory governments. The agreements contain the objectives, outcomes, outputs and performance indicators, and clarify the roles and responsibilities that will guide the Commonwealth and states in the delivery of services across the relevant sectors.
NATIVE TITLE	Native Title is the recognition by Australian law that some Indigenous people have rights and interests to their land that come from traditional laws and customs.
QUEENSLAND ABORIGINAL AND TORRES STRAIT ISLANDER ECONOMIC PARTICIPATION FRAMEWORK	<p>The <i>Queensland Aboriginal and Torres Strait Islander Economic Participation Framework</i> aims to increase Aboriginal and Torres Strait Islander economic participation through increased employment and business ownership.</p> <p>The Framework sets a basis for Aboriginal and Torres Strait Islander individuals, families and communities, all levels of government, industry and business, and the non-government sector to work together to enable Aboriginal and Torres Strait Islander people to contribute to, and participate in, Queensland's economy.</p> <p>This Framework will be used to engage with communities, industries and across different levels of government to identify actions and strategies to increase economic participation.</p>
QUEENSLAND ABORIGINAL AND TORRES STRAIT ISLANDER ECONOMIC PARTICIPATION ACTION PLAN	<p>The <i>Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan</i> outlines the actions the State Government will take, in partnership with other stakeholders and all levels of government, to achieve the Framework's objectives. The action plan identifies 34 actions across 12 agencies to enable Aboriginal and Torres Strait Islander Queenslanders to participate in Queensland's growing economy, through increased employment and labour force participation, career development, and home and business ownership.</p>
QUEENSLAND CULTURAL DIVERSITY POLICY	<p>The <i>Queensland Cultural Diversity Policy</i> aims to drive improvements across four key outcomes and deliver on the Queensland Government vision for equality of opportunity for all Queenslanders so that each and every person can participate in our strong economy and vibrant society. The four outcomes are: language independence; education participation and attainment; economic independence and participation; and community participation.</p>

QUEENSLAND CULTURAL DIVERSITY ACTION PLAN	The <i>Queensland Cultural Diversity Action Plan</i> outlines the steps the Queensland Government will take to achieve results for Queenslanders from migrant and refugee backgrounds. The action plan identifies 170 actions from Queensland government agencies and is a living document that will be updated with new actions over time. The actions relate to each of the four policy outcomes: language independence; education participation and attainment; economic independence and participation; and community participation.
QUEENSLAND MULTICULTURAL WEEK	In 2013, Queensland celebrated Queensland Multicultural Week from Saturday 31 August to Sunday 8 September 2013. Queensland Multicultural Week is a week-long, state-wide celebration of cultural diversity. The week acknowledges the importance of cultural diversity to the state's economy and growth.
REGIONAL HOUSING INDIGENOUS LAND USE AGREEMENTS (ILUA)	An Indigenous Land Use Agreement that covers a number of different future activities, such as social housing leasing, other infrastructure projects and home ownership, and which applies across a whole region.
REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM	Established in July 2009, the program leads the cross-agency coordination required to ensure the efficient delivery of extensive capital works programs in the 16 Indigenous local authority areas in Queensland, and aims to remove barriers to economic and social development by addressing land planning and tenure issues.
RETAIL STORES	Retail stores operate in six remote Aboriginal and Torres Strait Islander communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda to provide a quality range of food, drinks and variety products at fair prices
SOCIAL HOUSING INDIGENOUS LAND USE AGREEMENTS (ILUA)	An Indigenous Land Use Agreement provides Native Title consent for the State to build new subdivisions and houses but does not include consent for home ownership. It also includes a process to ensure cultural heritage is protected.
VALUING DIVERSITY GRANTS PROGRAM	A funding program to support large and small culturally diverse events and festivals, to build community cohesion and celebrate diversity.

Appendix 1: Our legislation

The functions and powers of DATSIMA are derived from administering the following Acts of Parliament, in accordance with Administrative Arrangements Order (No.2) 2013:

ACT	STATUTORY OBJECTIVE
<p><i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i></p> <p>(except to the extent administered by the Attorney-General and Minister for Justice – Part 4, sections 18-25); (sections 4, 8, 64-67, 70 and 71, jointly administered with the Attorney-General and Minister for Justice)</p>	<p>This Act does not state an objective. However, it addresses a number of issues impacting on Aboriginal and Torres Strait Islander communities, including the establishment of Community Justice Groups, the establishment of Community Police Officers, entry to trust areas, the regulation of alcohol possession and consumption in community areas, and the establishment of the Island Industries Board.</p>
<p><i>Aboriginal Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage.</p>
<p><i>Torres Strait Islander Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.</p>
<p><i>Aboriginal Land Act 1991</i></p> <p>(to the extent that it is relevant to the transfer of land as Aboriginal land prior to the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i> and associated transfers of land as Aboriginal land)</p>	<p>The main objective of this Act is to amend the <i>Aboriginal Land Regulation 2011</i> to declare an area of available state land as transferable land.</p>
<p><i>Land Act 1994</i></p> <p>(to the extent that it is relevant to dealing with land associated with the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i>, associated transfers of land as Aboriginal land and actions agreed in Indigenous Land Use Agreements for those lands)</p>	<p>The objective of this Act requires land administered under the Act to be managed for the benefit of the people of Queensland by having regard to seven principles. These principles are sustainability, evaluation, development, community purpose, protection, consultation and administration.</p>
<p><i>Community Services Act 2007</i></p> <p>(jointly administered with the Minister for Communities, Child Safety and Disability Services and the Minister for Education, Training and Employment)</p>	<p>The main objective of this Act is to help build sustainable communities by facilitating access for Queenslanders to community services.</p>

ACT**STATUTORY OBJECTIVE*****Family Responsibilities Commission Act 2008***

The objectives of this Act are to:

(a) support the restoration of socially responsible standards of behaviour and local authority in welfare reform community areas

(b) help people in welfare reform community areas to resume primary responsibility for the wellbeing of their community and the individuals and families of the community.

The objectives are achieved primarily through the operation of the Family Responsibilities Commission (FRC).

Appendix 2: Service Delivery Statement

2013–14 Performance Statement

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER AND MULTICULTURAL AFFAIRS	NOTES	2013–2014 TARGET/ ESTIMATE	2013–2014 ACTUAL
Service Area: Aboriginal and Torres Strait Islander Affairs	1		
Service standards			
Level of stakeholder satisfaction with the advice provided to improve access to services by Aboriginal and Torres Strait Islander Queenslanders	2	70%	72.7%
<hr/>			
Service Area: Multicultural Affairs	1		
Service standards			
Level of stakeholder satisfaction with DATSIMA's promotion of cultural diversity and advice provided to improve access to service by people from culturally diverse backgrounds	2	70%	76.6%
<hr/>			

Notes:

The Aboriginal and Torres Strait Islander Affairs and Multicultural Affairs service areas (refer to the 'What we do' section on page six of this report for the relevant service descriptions) have been replaced by the Economic Participation and Community Participation service areas in the 2014–15 Service Delivery Statement to reflect the department's new strategic direction.

This measure will be replaced in the 2014–15 Service Delivery Statement by a new service standard assessing client views on diversity rather than departmental 'satisfaction'.

Appendix 3: Profile of DATSIMA board members

as at 30 June 2014

NAME	ROLE	PROFILE
James Purtill	Director-General (Chair)	<p><i>Bachelor of Science (Hons), MBA, GAICD</i></p> <p>James Purtill is a senior executive with experience within the public and private sectors. A scientist and business administrator by profession, James has Australian and international experience, has been a Chief Executive Officer in the Queensland Government, a delegate to the United Nations, and has been awarded the Prime Minister's Centenary Medal.</p> <p>In the public sector, James was Director-General of the Queensland Environmental Protection Agency for six years. He also held the position of Queensland Public Service Commissioner for two years. During his tenure, James was the Queensland government's community champion for Pormpuraaw and subsequently Mapoon on western Cape York peninsula.</p> <p>In the private sector, James was a Director with a large multi-national Engineering, Procurement and Contract Management firm, and served as Managing Director for an environmental rehabilitation company. He has also consulted to industry and government on a range of organisational design and environmental management issues. As General Manager Sustainability for an ASX top 20 resources company, he led the community and environmental programs for an \$18B project.</p>
Alan Feely	Deputy Director-General, Economic Participation (Member)	<p><i>Bachelor of Agricultural Science</i></p> <p>Alan Feely has over 20 years' experience with the New South Wales and Queensland Governments and, more recently, the mining sector.</p> <p>He has held a number of senior positions within the land management and environment portfolios across government, and more recently was heavily involved in the oil and gas sector, working for Santos on its Queensland Gladstone Liquefied Natural Gas (GLNG) and New South Wales Coal Seam Gas (CSG) Projects.</p>
Ron Weatherall	Deputy Director-General, Community Participation (Member)	<p><i>Bachelor of Business (Accounting)</i></p> <p>Ron Weatherall is a Kamilaroi Murri from South West Queensland. His career has spanned 20 years in both the public and private sectors.</p> <p>Ron is intent on making sure Aboriginal people and Torres Strait Islander people are not left behind by providing strategic leadership and direction in the field of Aboriginal and Torres Strait Islander social policy development, with a particular focus on employment, vocational education and training.</p>

NAME	ROLE	PROFILE
Wayne Briscoe	Executive Director, Cultural Diversity Queensland and Community Participation (Member)	<p><i>Bachelor of Laws (Hons), Masters of Arts (Criminal Justice)</i></p> <p>Wayne Briscoe has held a number of senior positions in the Queensland Government over the past 20 years with the Queensland Law Reform Commission, the Office of Fair Trading, Criminal Justice Commission, Liquor Licensing Division and with previous iterations of DATSIMA.</p> <p>Wayne's previous experience includes lecturing in law, research positions with the Tasmanian and Western Australian Law Reform Commissions, private legal practice and holding a senior advocacy role with the Marshall Islands Nuclear Claims Tribunal in the Republic of the Marshall Islands.</p>
Greg Anderson	Acting Executive Director, Community Participation (Member)	<p><i>Diploma of Business</i></p> <p>Greg Anderson has held senior positions in the Queensland Public Service for the past 15 years, in the Department of the Premier and Cabinet and DATSIMA and its predecessor agencies. Greg has been the Regional Director for DATSIMA's North Queensland region for the past nine years. He has held his current role for the past three months.</p>
Allen Cunneen	Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)	<p>Allen Cunneen has extensive experience in project management and contract management services. He spent 36 years in the Department of Housing and Public Works prior to joining the former Department of Communities (ATSIS) in 2009. Allen was awarded an Order of Australian Medal (OAM) in 2006 for Infrastructure Planning after Tropical Cyclone Larry.</p>
Walter (Wally) Tallis	Acting Executive Director, Economic Participation (Member)	<p>Wally Tallis is of South Sea and Torres Strait Islander heritage with family connection to the BirrGubbah people of North Queensland.</p> <p>Wally has extensive experience in Aboriginal and Torres Strait Islander affairs, engagement and project management within the private and public sectors. He has held senior positions in government over the last six years within previous iterations of DATSIMA.</p>
Matthew Skoien	Executive Director, Corporate and Client Services (Member)	<p><i>Bachelor of Arts (Hons), Graduate Certificate (Capital Project Management)</i></p> <p>Matthew Skoien has held a range of policy, program and corporate positions in the Queensland and Australian public sectors for the last 20 years.</p> <p>From 1992 to 2000, Matthew worked in the Australian Department of Defence in policy development, program review and intelligence, and spent three years on exchange with the US Department of Defence. Since 2000, he has worked for the Queensland Government in the Department of the Premier and Cabinet, Department of Communities and the Department of Environment and Resource Management, before joining DATSIMA in April 2012.</p>

Appendix 4: DATSIMA Board and departmental committees

DATSIMA BOARD	
Roles and responsibilities	<p>The DATSIMA Board is the department's key strategic governance body. It is responsible for the:</p> <ul style="list-style-type: none"> • overall strategic direction of the department • strategic management of the department's performance.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Economic Participation (Member) • Deputy Director-General, Community Participation (Member) • Executive Director, Cultural Diversity Queensland (Member) • Executive Director, Community Participation (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Economic Participation (Member) • Executive Director, Corporate and Client Services (Member) • Regional representative for the Health, Safety and Wellbeing Steering Committee only (Member)
Meeting frequency	<p>The DATSIMA Board meets five times a year, including four regular meetings and a 'Strategy Day'.</p>
EXECUTIVE LEADERSHIP TEAM	
Roles and responsibilities	<ul style="list-style-type: none"> • The Executive Leadership Team has responsibility for managing the critical and emerging business and operational issues that impact on the department and its functions.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Economic Participation (Member) • Deputy Director-General, Community Participation (Member) • Executive Director, Cultural Diversity Queensland (Member) • Executive Director, Community Participation (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Economic Participation (Member) • Executive Director, Corporate and Client Services (Member).
Meeting frequency	<p>The Executive Leadership Team meets weekly.</p>

DATSIMA REGIONAL SERVICE DELIVERY FORUM

Roles and responsibilities

The DATSIMA Regional Service Delivery Forum is responsible for managing emerging business and operational issues that impact on regional service delivery. The Forum will ensure the integration of programs, policy and regional activities internally and across government.

The primary roles of the DATSIMA Regional Service Delivery Forum are as follows:

Strategic discussions on upcoming policies or programs and regional implications

- identify and resolve strategic issues that impact all or many regions
- ensure regional implications are identified and captured during the development of new policies and programs
- ensure regional directors are involved in whole-of-government policy and program development that has an impact on clients and regional service delivery
- streamline and implement best practice across all regions.

Corporate services activities and day-to-day/general business that impacts on multiple regions

- set regional objectives based on DATSIMA's Strategic Plan and monitor and manage these objectives
- manage day-to-day regional service delivery implementation and operational issues.

Membership

- Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair)
- Deputy Director-General, Economic Participation (Member)
- Deputy Director-General, Community Participation (Member)
- Executive Director, Cultural Diversity Queensland (Member)
- Director, Cultural Diversity Queensland (Member)
- Executive Director, Community Participation (Member)
- Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)
- Executive Director, Economic Participation (Member)
- Executive Director, Corporate and Client Services (Member)
- Regional Director, Torres Strait (Member)
- Regional Director, Far North Queensland (Member)
- Regional Director, North Queensland (Member)
- Regional Director, Central Queensland (Member)
- Regional Director, South East Queensland (North) (Member)
- Regional Director, South East Queensland (South) (Member)
- Regional Director, South West Queensland (Member).

Meeting frequency

The DATSIMA Regional Service Delivery Forum meets four times a year.

AUDIT AND RISK COMMITTEE	
Roles and responsibilities	<p>The primary role of the Audit and Risk Committee is to provide independent assurance and assistance to the Director-General and DATSIMA Board on the Department's risk, control and compliance frameworks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the <i>Financial Accountability Act 2009</i>, <i>Financial Accountability Regulation 2009</i> and the <i>Financial and Performance Management Standard 2009</i>.</p> <p>The Audit and Risk Committee is established in accordance with Section 35 of the <i>Financial and Performance Management Standard 2009</i>, at the direction of the Director-General. The Audit and Risk Committee reports to the DATSIMA Board and the Director-General.</p> <p>The Audit and Risk Committee has observed the terms of its charter and had due regard to Queensland Treasury's Audit Committee Guidelines.</p> <p>The role of the Audit and Risk Committee is to:</p> <ul style="list-style-type: none"> • assess the audit sub-program activity, for example, reviewing and monitoring internal audit reports and action taken • review the performance of organisational areas in respect to action taken on audit recommendations (both internal and external) • review the department's financial statements • implement the department's approach to maintain an effective internal control framework, including over external parties, such as contractors and advisors • review the currency, comprehensiveness and relevance of the department's risk management framework, policy and procedure, including the identification and management of risks related to fraud and business continuity.
Membership	<ul style="list-style-type: none"> • Executive Director, Corporate and Client Services (Chair) • Deputy Director-General, Community Participation (Member) • Executive Director, Cultural Diversity Queensland (Member) • Executive Director, Governance and Strategy, Corporate Services, Department of Environment and Heritage Protection (External Member) • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Special Invitee) • Chief Finance Officer, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Invitee) • Director of Audit, Queensland Audit Office (Invitee) • Audit Manager, Queensland Audit Office (Invitee) • Head of Internal Audit, Department of Communities, Child Safety and Disability Services (Invitee).
Meeting frequency	The Audit and Risk Committee meets quarterly with an additional meeting scheduled in August to approve annual financial statements.

PORTFOLIO BUDGET REVIEW COMMITTEE

Roles and responsibilities

The Portfolio Budget Review Committee (PBRC) has a primary role to advise on matters with resourcing, financial or budgetary implications for the portfolio. It may consider other matters as directed by the Minister or Director-General.

Areas to be considered by PBRC include:

- effectiveness of budgeting and financial management in achieving the portfolio's policy objectives
- budget, expenditure and functioning of portfolio units and programs, and functions that operate across the portfolio
- particular areas, services or initiatives requiring variation to funding
- emergent financial and resource management issues
- compliance with public sector financial management requirements
- emergent budget pressures and options for achieving savings in the portfolio
- progress of outcomes from PBRC decisions.

The PBRC deliberations will:

- require portfolio programs, services and proposals to be professionally conceived, executed and justified
- represent value for money
- be supported by comprehensive and reliable financial information.

Membership

- Minister, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair)
- Minister's Chief of Staff (Member)
- Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Member)
- Executive Director, Corporate and Client Services (Member)
- Chief Finance Officer, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Member)
- Program managers by invitation.

Meeting frequency

The Portfolio Budget Review Committee meets quarterly.

HEALTH, SAFETY AND WELLBEING SUB-COMMITTEE

Roles and responsibilities

Under the *Work Health and Safety Act 2011*, it is the duty of an Officer of the Persons Conducting a Business Undertaking (PCBU) to exercise due diligence to ensure the PCBU complies with health and safety duties and obligations. The Officer of the PCBU is the Director-General.

The due diligence approach emphasises the corporate governance responsibilities of the agency. It is critical to the achievement of positive safety outcomes for senior management to lead the corporate safety agenda.

The Health, Safety and Wellbeing Sub-Committee is a forum of key stakeholders within the agency who have the responsibility to oversee and approve health, safety and wellbeing functions within DATSIMA.

The establishment of the Health, Safety and Wellbeing Sub-Committee provides a forum for planned and structured discussions about health, safety and wellbeing matters. The sub-committee reports to the DATSIMA Board.

The primary role of the Health, Safety and Wellbeing Sub-Committee is to:

- consider and recommend strategies and employee initiatives relating to the eight core health, safety and wellbeing functions that provide the framework for the agency to work within. The eight core health, safety and wellbeing functions are as follows
 - planning and development
 - risk management
 - consultation and network
 - workplace assessment and inspection
 - education and awareness
 - HSW and workers compensation performance reporting
 - incident and injury management
 - employee assistance and wellbeing.

Membership

- Executive Director, Corporate and Client Services (Chair)
- Executive Director, Cultural Diversity Queensland (Member)
- Executive Director, Economic Participation (Member)
- Director, Workforce and Corporate Support (Member)
- Director, Retail Stores (Member)
- Regional Director, North Queensland Region (Member)
- Principal Project Officer, Human Resources (Member).

Meeting frequency

The Health, Safety and Wellbeing Sub-Committee meets quarterly.

INFORMATION STEERING COMMITTEE	
Roles and responsibilities	<p>The Information Steering Committee manages all ICT-enabled business initiatives and is the primary governance body by which the department ensures it maximises the value of its business investments that have an ICT-enabled component.</p> <p>The Information Steering Committee is a decision-making committee and its primary roles are to:</p> <ul style="list-style-type: none"> • maximise the value derived from the ICT portfolio to the department • approve and release funds to programs on the strength of the business case relative to other investment opportunities • ensure strategic alignment of the department's ICT investment.
Membership	<ul style="list-style-type: none"> • Deputy Director-General, Corporate and Executive Services, Department of Communities, Child Safety and Disability Services (Chair) • Executive Director, Strategic Policy and Programs, Department of Communities, Child Safety and Disability Services (Member) • Regional Executive Director, Department of Communities, Child Safety and Disability Services (Member) • Regional Director, Department of Communities, Child Safety and Disability Services (Member) • Chief Information Officer, Department of Communities, Child Safety and Disability Services (Member) • Chief Finance Officer, Department of Communities, Child Safety and Disability Services (Member) • Executive Director, Corporate and Client Services, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Member)
Meeting frequency	The Information Steering Committee meets bi-monthly.

AGENCY CONSULTATIVE COMMITTEE	
Roles and responsibilities	<p>The purpose of the Agency Consultative Committee (ACC) is to facilitate meaningful consultation between the department's executive management and the unions on matters arising under the State government department's <i>Certified Agreement 2009</i> and/or subsequent Certified Agreements, as well as matters that otherwise impact or may impact upon the workforce of DATSIMA.</p> <p>The primary roles of the ACC are to:</p> <ul style="list-style-type: none"> • provide a forum for a collaborative approach to employee relations in DATSIMA • provide a mechanism for management and unions to identify, raise and discuss current or emerging issues • where issues cannot be dealt with locally or at the level at which they arise, to assist in resolving issues that are escalated to the ACC for discussion and resolution • promote and facilitate the flow of information within the organisation and between unions and the department • ensure that issues impacting on DATSIMA and its workforce are managed in a positive, proactive and collaborative manner.
Membership	<ul style="list-style-type: none"> • Director-General (Chair) • Executive Director, Corporate and Client Services (Member) • Director, Workforce and Corporate Support (Member) • Staff representatives of Together Queensland Union of Employees (Members) • Official representative of Together Queensland Union of Employees (Member)
Meeting frequency	The Agency Consultative Committee meets monthly.

DATSIMA STAFF ENGAGEMENT NETWORK

Roles and responsibilities

The purpose of the Staff Engagement Network (the network) is to drive the effective implementation of key initiatives to support the achievement of the department's strategic objectives.

The work of this network is guided by the department's staff engagement principles, as documented in the *2012–14 Staff Engagement Strategy*. This approach to staff engagement contributes to creating a workplace environment of involvement, open communication and innovation.

The primary roles of the Staff Engagement Network (SEN) are to:

- oversee the implementation of key initiatives and ensure that actions are implemented in a timely manner
- promote DATSIMA's staff engagement principles, as documented in the *2012–14 Staff Engagement Strategy*, and apply these to the implementation of key initiatives
- identify opportunities for responsible officers or sub-committees to work together when implementing actions in order that they are not operating in isolation
- streamline policies, systems and processes to remove duplication and improve efficiencies
- provide progress reports to the DATSIMA Board, and other relevant committees, as required
- provide input into the review and, where appropriate, the evaluation of key initiatives.

Membership

- Executive Director, Economic Participation (Chair)
- A representative from each of the following areas across the department, from a range of salary classifications:
 - Workforce and Corporate Support
 - Communication Services
 - Economic Participation
 - Community Participation
 - Cultural Diversity Queensland
- A representative from each of the regions.

Meeting frequency

The Staff Engagement Network meets monthly.

RETAIL STORES BOARD	
Roles and responsibilities	<p>The function of the Retail Stores Board (the Board) is to take responsibility for the business and policy issues associated with Retail Stores. The role of the Board is to:</p> <ul style="list-style-type: none"> • implement an effective governance structure for managing Retail Stores • approve the purpose, vision and objectives of Retail Stores • adopt responsibility for Retail Stores feasibility, business plan and achievement of outcomes • provide executive support and direction to the Director of Retail Stores • review/approve significant capital project proposals (for example, in excess of \$100,000) • ensure the Retail Stores' workforce and establishment is appropriate to meet the business requirements • address any issue that has major implications for the business operations of Retail Stores • address emergent issues as they arise • report on Retail Stores' business operations and other issues to those responsible at a high level, such as the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs • take on responsibility for any whole-of-government issues associated with Retail Stores.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Executive Director, Corporate and Client Services (Member) • Chief Financial Officer (Member) • Director, Retail Stores (Member).
Meeting frequency	The Retail Stores Board meets quarterly.

Appendix 5: Statutory authorities

FAMILY RESPONSIBILITIES COMMISSION*	
Objective/function	The purpose of the Family Responsibilities Commission (FRC) is to support the restoration of socially responsible standards of behaviour and to assist community members to resume and maintain primary responsibility for the wellbeing of their community and the individuals and families within their community.
Constituting Act	The Family Responsibilities Commission was established under the <i>Family Responsibilities Commission Act 2008</i> .
ISLAND INDUSTRIES BOARD*	
Objective/function	<p>The Island Industries Board operates 17 retail stores in the Torres Strait under the trading name of the Islander Board of Industry and Service (IBIS).</p> <p>It aims to deliver goods and services, including healthy food choices, at the lowest prices to the communities of the Northern Peninsula Area and Torres Strait on a sustainable business basis.</p>
Constituting Act	The Island Industries Board is established under the <i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> .

*Both the Family Responsibilities Commission and the Island Industries Board present an annual report to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs, therefore their activities are not included in the financial statements of this annual report.

Appendix 6: Government boards and committees

AUSTRALIAN SOUTH SEA ISLANDER BOARD OF ADVICE

Role, function and responsibilities	The purpose of the board is to oversee the administration of the Australian South Sea Islander Community Foundation Scholarships program with regards to the allocation and ongoing management of tertiary scholarships for Australian South Sea Islander descendants, and to provide important mentoring and guidance to students.
Achievements for 2013–14	In 2013–14, the Board: <ul style="list-style-type: none"> met twice to oversee the administration of the Australian South Sea Community Foundations Scholarships Program made recommendations about the allocation of available ASSICF funding endorsed the department to undertake a review of the scholarships program liaised with existing and past scholarship recipients undertook fundraising activities ensured the final \$5000 instalment (of a \$30,000 donation) from Wilmar Sugar accepted an extension of tenure until 30 October 2014 to facilitate a review of the program by the department.
Total remuneration payments and on-costs	N/A

CAPE YORK WELFARE REFORM ADVISORY BOARD

Role, function and responsibilities	The purpose of the board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs to ensure the effective implementation of the Cape York Welfare Reform (CYWR) Agenda, including resolution of issues, recommending funding allocations for support services and contributing to key policy directions and decisions.
Achievements for 2013–14	In 2013–14, the board: <ul style="list-style-type: none"> included a representative from each welfare reform community at meetings achieved agreement on a revised approach to improve school attendance held a workshop to progress elements of the next phase of welfare reform.
Total remuneration payments and on-costs	N/A

FAMILY RESPONSIBILITIES BOARD

Role, function and responsibilities

The purpose of the board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs about the operation of the Family Responsibilities Commission. For example, actions that the board considers the state or Commonwealth governments should take to help improve the operation of the Commission, and to consider reports given to the board about the performance of its functions.

Achievements for 2013–14

In 2013–14, the board:

- approved a Youth Engagement Strategy (November 2013)
- developed a submission to amend legislation (*Family Responsibilities Commission Act 2008*) to enable 90 per cent income management
- developed a submission to enable local commissioners to conference without the FRC Commissioner.

Total remuneration payments and on-costs

N/A

REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD

Role, function and responsibilities

The board was established to oversee the development and implementation of program deliverables and govern all the work of the Program Office from a whole-of-government perspective. It brings together representatives from both state and Commonwealth government agencies involved in remote capital works projects. It resolves cross-agency issues and risks affecting the deliverables of the Program Office. This governance structure is of critical importance to the implementation of the Program Office approach. Additionally, Partnership Board meetings bring Mayoral representation from Indigenous Shire Councils to this governance structure. All member agencies agreed on protocols that define the process with which all departments interact on relevant projects. Without this, the targets of the Queensland Government's Remote Indigenous Housing program would not be achieved.

Role of members:

- Accountability for the implementation of program deliverables.
- Resolution of cross-agency issues and whole-of-government risks and issues affecting deliverables.
- Leadership and decision making.
- Promotion of the aims and progress of the Program Office across government and within own department.
- Report on agency progress towards deliverables.
- Inform Board members of related projects and strategic issues of relevance.
- Approve and adjust business plan and terms for reference, as required.
- Represent and report back to respective Minister.

Achievements for 2013–14

In 2013–14, the board:

- provided guidance on the establishment and planning of Stakeholder Reference Panels to assist with resolving Land Holding Act entitlements
- provided guidance and support for determining land values and fee-for-service when leasing land in discrete Indigenous communities
- supported the development of the new Queensland Government Building and Construction Training Policy, including consultation with stakeholders
- established a Senior Officer's Group on Infrastructure and Land Tenure to coordinate integrated infrastructure delivery in discrete communities
- maintained local Indigenous Council involvement in decision making by continuing the Partnership Board and providing whole-of-government perspectives on politically sensitive land-related issues.

Total remuneration payments and on-costs

N/A

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The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs' website is
www.datsima.qld.gov.au.

Online information

Additional 2013–2014 performance information in relation to the following topics is available through the Queensland Government Open Data website (www.qld.gov.au/data):

- Consultancies
- Overseas travel
- Queensland Cultural Diversity Policy.

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Further enquiries

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