

Department of Aboriginal and
Torres Strait Islander Partnerships

2018–2019 ANNUAL REPORT

ACKNOWLEDGEMENT

We pay our respects to the Aboriginal and Torres Strait Islander ancestors of this land, their spirits and their legacy. The foundations laid by these ancestors, the First Australians, give strength, inspiration and courage to current and future generations towards creating a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities and governments to ensure equality, recognition and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

On behalf of the Department of Aboriginal and Torres Strait Islander Partnerships, we offer a genuine commitment to work with, represent, advocate for and promote the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and give hope for the future, we walk together on our shared journey to reconciliation where all Queenslanders are equal.

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS

17 September 2019

The Honourable Jackie Trad MP
Deputy Premier
Treasurer
Minister for Aboriginal and Torres Strait Islander Partnerships
PO Box 611
BRISBANE QLD 4001

Dear Deputy Premier

I am pleased to present the *Department of Aboriginal and Torres Strait Islander Partnerships' Annual Report 2018–2019*, including the financial statements.

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*
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements can be found at Appendix 6 of this annual report.

Your sincerely

Dr Chris Sarra
Director-General
Department of Aboriginal and Torres Strait Islander Partnerships



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DIRECTOR- GENERAL'S MESSAGE



It is a great privilege to lead our department to deliver solid outcomes through high expectation relationships between the Queensland Government and Queensland's First Nations people.

Many of our achievements over the past year have been several decades in the making. I acknowledge the work of our old people—and our ancestors—in creating the foundations for us to walk together to empower more Aboriginal and Torres Strait Islander people to move beyond surviving to thriving.

An important and momentous challenge lies ahead of us in the coming years as we implement reform, but I am encouraged and determined by the positive outcomes highlighted in this report.

Working better together

The Department of Aboriginal and Torres Strait Islander Partnerships is transitioning from traditional service delivery to a more central agency focus—to be better positioned to influence by partnering and working with Aboriginal and Torres Strait Islander Queenslanders so they are at the forefront of negotiations and decision-making, and leading changes that truly support communities to thrive.

We will build high-expectation relationships with communities and across government to enable them to be more effective in the communities we serve. This approach is part of our commitment towards a genuinely responsive government to give all our children a great start, keep communities safe and create jobs in a strong economy.

Our partnerships extend across the entire state, with Aboriginal and Torres Strait Islander Queenslanders living in urban, regional, rural and remote communities; industry bodies and businesses, peak bodies and community organisations, universities and the philanthropic sector; and all levels of government.

We continue to lead change through enhanced relationships and improved decision-making across government to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

Thriving communities

Improved economic participation is one of our leading priorities. Industries, workforces and communities become stronger when they engage Aboriginal and Torres Strait Islander people.

The economic participation of Aboriginal and Torres Strait Islander people results in positive life outcomes such as the ability to generate wealth and achieve home ownership.

I am proud of this department's efforts in facilitating 1183 jobs for Aboriginal and Torres Strait Islander Queenslanders, exceeding this year's target of 850 jobs.

The dream of home ownership has also become a reality for more Indigenous Queenslanders during the year, with 36 houses made available for ownership by Aboriginal and Torres Strait Islander people in targeted communities, exceeding our target of 25 homes.

Past, present and future

As we continue to move forward, we reflect on the past as part of healing and truth-telling.

In 2018–2019, we connected 523 Aboriginal and Torres Strait Islander Queenslanders to their communities and family histories.

In acknowledging the impacts of past government policies, \$756,794.63 in reparation payments for controlled wages and savings were made to 285 eligible Aboriginal and Torres Strait Islander Queenslanders during 2018–2019. In September 2018, the department closed the Queensland Government Reparations Scheme, with more than \$20 million paid to 7284 people since the Reparations Scheme began.

Valuing culture, custom and heritage

Culture, tradition and connection to Country is fundamental to the wellbeing of Aboriginal people and Torres Strait Islander people.

This year we started a review of the Aboriginal and Torres Strait Islander Cultural Heritage Acts through online and community consultation. The review is an important opportunity to ensure the appropriate balance between protecting and conserving cultural heritage, and facilitating business and development activity in Queensland.

Land users are increasingly seeking guidance from our department to better understand their obligations and play their part to protect and preserve Country, in partnership with Traditional Owners and Registered Native Title Groups. This is demonstrated by more than 24,000 cultural heritage search requests completed during the year via our cultural heritage online portal.

Across the state, we also continued to work with communities to realise their aspirations, celebrate their culture and promote reconciliation. Our Celebrating Reconciliation Small Grants Program funded 31 reconciliation events across Queensland in celebration of National Reconciliation Week.

During the 2019 International Year of Indigenous Languages, we continued to take steps to preserve and revive traditional languages for generations to come. This included:

- launching the Indigenous Languages Grants Program in partnership with the Department of Education
- funding \$89,000 for the Queensland Indigenous Languages Advisory Committee to organise community forums in Rockhampton and Roma; and to support the Bana Guyurru Queensland Aboriginal and Torres Strait Islander Languages Forum held in Cairns to inform the development of the *Queensland Aboriginal and Torres Strait Islander Language Policy*.

A \$1 million investment over three years also continues to support our work with communities to introduce new laws that recognise Torres Strait Islander traditional child-rearing practice. This will be a historic outcome for our state and nation.

Continuing to change a narrative from disadvantage to optimism for all Aboriginal and Torres Strait Islander Queenslanders to thrive culturally, socially and economically will challenge the status quo.

The 2019–2020 State Budget reflects additional funding for a range of initiatives, including implementing an Indigenous youth mental health and wellbeing program, increased funding for services to reduce alcohol-related harm, increased funding to support High Risk Teams to address domestic and family violence, and funding for initiatives to increase decision-making and improve life outcomes for Aboriginal and Torres Strait Islander Queenslanders through co-designed local, regional and statewide initiatives. I am immensely proud of our shared achievements with community and I look forward to what the future holds as we all play our part to create a truly inclusive Queensland.

Dr Chris Sarra
Director-General

ABOUT OUR DEPARTMENT



We honour and embrace the humanity of our colleagues, clients and communities, and acknowledge and embrace their capacity to be exceptional. We are committed to doing things *with* people, in partnerships with high expectation relationships.



We consistently display integrity and workplace behaviours of a high ethical standard that are inclusive, transparent and honest. We readily accept and embrace the demands of the position we hold, and are committed to working collaboratively with others in their role.



We are committed to supporting and respectfully challenging our colleagues in a highly professional manner, so they can be exceptional in their role. We embrace the support and respectful feedback from our colleagues as an opportunity to learn and grow in our role.



We are committed to exploring and understanding thoughts, beliefs and ideas that are different to our own. We make time to think explicitly about doing things differently, more effectively and efficiently.



We aim to execute our roles with passion, above and beyond expectations. We actively enable ourselves, our colleagues, and the Aboriginal and Torres Strait Islander communities we serve, to move beyond surviving to thriving.

VISION

The department's vision is for Aboriginal peoples and Torres Strait Islander peoples to participate fully in Queensland's vibrant economic, social and cultural life.

PURPOSE

We are committed to increasing the economic participation, improving the community participation and promoting the cultural recognition of Aboriginal and Torres Strait Islander Queenslanders.

VALUES & BEHAVIOURS

We demonstrate our commitment to SOLID values through our partnerships with Aboriginal and Torres Strait Islander Queenslanders, industry groups, government departments and other key stakeholders, and in our day-to-day work alongside our colleagues.

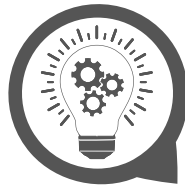
COMMITMENT

Our department's SOLID culture contributes to a Queensland Public Service that is committed to:



Customers first

- Knowing our customers
- Delivering what matters
- Making decisions with empathy



Ideas into action

- Challenging the norm and suggesting solutions
- Encouraging and embracing new ideas
- Working across boundaries



Unleash potential

- Expecting greatness
- Leading and setting clear expectations
- Seeking, providing and acting on feedback



Be courageous

- Owning our actions, successes and mistakes
- Taking calculated risks
- Acting with transparency



Empower people

- Leading, empowering and trusting
- Developing ourselves and those around us
- Playing to everyone's strengths

Principles

We believe in working alongside individuals, communities and strategic partners so that all Aboriginal and Torres Strait Islander Queenslanders can move from surviving to thriving. Our work, conduct and decision-making are guided by the following principles:

- Respect
- Safety and wellbeing
- Our partners' success is our success
- We are accountable and outcomes focused
- We engage, include, empower and enable.

Role

We provide whole-of-government policy leadership and advice to:

- address the disparity in the areas of employment, health, education, justice, child safety and housing outcomes between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders
- increase job opportunities for young Aboriginal and Torres Strait Islander Queenslanders seeking employment
- strengthen and grow Aboriginal and Torres Strait Islander owned businesses
- empower, enable and support non-government organisations to design and deliver programs that strengthen Aboriginal and Torres Strait Islander communities
- build, facilitate and maximise collaboration and coordination across governments and industry on Aboriginal and Torres Strait Islander initiatives
- build cultural capability across the public sector, to help agencies develop and implement cultural capability in their own departments.

We deliver specific programs and services that result in:

- increased employment and business opportunities in government and various industry sectors
- an increased number of Aboriginal and Torres Strait Islander Queenslanders owning their homes in targeted communities
- improved business capability and sector capacity to tender for government contracts
- the transfer of identified state-owned lands and national parks to formal Aboriginal ownership
- the protection and valuing of Aboriginal and Torres Strait Islander heritage and cultures
- the connection of Aboriginal and Torres Strait Islander Queenslanders to their community and family histories
- addressing the impact of domestic and family violence in Aboriginal and Torres Strait Islander communities.

Partners

Our partners are Aboriginal people and Torres Strait Islander people living in urban, regional, rural and remote communities across Queensland.

We also partner with:

- industry bodies and businesses
- Australian, Queensland and local governments
- peak bodies and community organisations
- universities and the philanthropic sector.

Organisational structure

The department provides whole-of-government leadership in policy coordination and monitoring for, and the delivery of services to, Aboriginal and Torres Strait Islander Queenslanders.

The department's organisational structure, as at 30 June 2019, is provided at Figure 1.

Figure 1: Organisational structure



OUR MINISTER



“As the Minister for Aboriginal and Torres Strait Islander Partnerships, I am committed to using this privileged position of leadership to work with Aboriginal and Torres Strait Islander community leaders and members, service providers and all levels of government to improve the lives of Aboriginal and Torres Strait Islander Queenslanders.”

The Honourable Jackie Trad MP is the Member for South Brisbane and Deputy Premier, Treasurer and Minister for Aboriginal and Torres Strait Islander Partnerships.

Our governing legislation

The Minister, through the department, administers (or jointly administers) a number of Acts of Parliament:

- *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984*
- *Aboriginal Land Act 1991*
- *Land Act 1994*
- *Aboriginal Cultural Heritage Act 2003*
- *Torres Strait Islander Cultural Heritage Act 2003*
- *Family Responsibilities Commission Act 2008*.

Further information on the legislation administered by the department is detailed in Appendix 1 – Our legislation.

Our governance committee structure

The department’s governance committee structure comprises the Department of Aboriginal and Torres Strait Islander Partnerships’ (DATSIP) Board, and other key departmental boards and committees:

- Executive Leadership Team
- People, Safety and Culture Committee
- Remote Indigenous Land and Infrastructure Program Office Board
- Regional Service Delivery Forum
- Policy Leaders’ Forum
- Interim Joint Coordinating Committee and Inter-departmental Committee for Local Thriving Communities
- Audit and Risk Committee
- Agency Consultative Committee
- Finance Committee
- ICT Steering Committee.

The DATSIP Board is the key strategic governing body of the department. It is responsible for establishing the overall strategic direction of the department, managing the department's performance and risks, and overseeing the department's portfolio of programs and projects.

Under the *Financial Accountability Act 2009*, accountability for the department's operations resides with the Director-General as the accountable officer. The Director-General is the Chair of the board and all decisions of the board are considered to be approved by the accountable officer and are binding.

The DATSIP Board is supported by a number of committees, that are accountable to the board for its decisions. The Executive Leadership Team, People, Safety and Culture Committee, Finance Committee, Information and Communication Technology Steering Committee and Regional Service Delivery Forum all report to the DATSIP Board, while the remainder of the boards and committees report directly to the Director-General.

Further information on the department's boards and committees can be found in Appendix 2 – DATSIP boards and committees, and Appendix – 3 Profile of DATSIP Board members.

Government bodies

During 2018–2019, the following government bodies were responsible for providing advice to the Minister on a range of matters relating to Aboriginal people and Torres Strait Islander people:

- Community Enterprise Queensland, previously named Island Industries Board and trading under the name Islanders Board of Industry and Service
- Palm Island Community Company
- Family Responsibilities Board
- Family Responsibilities Commission.

Of these, Community Enterprise Queensland, Palm Island Community Company and the Family Responsibilities Commission prepare separate annual reports, which are provided to the Minister for tabling in the Queensland Parliament. The transactions and achievements of these statutory bodies for 2018–2019 are not reported on in this annual report.

Further information on the Family Responsibilities Board is detailed in Appendix 5 – Government bodies.

Operating environment

Approximately 186,500 Aboriginal peoples and Torres Strait Islander peoples (Census 2016), live in Queensland, which is four per cent of the Queensland population. It is the second most popular state or territory for Indigenous Australians to live in, with 28.7 per cent calling Queensland home.

This highlights the importance of Queensland's contribution towards achieving the national Closing the Gap targets and responding to the Queensland Productivity Commission report on service delivery in remote and discrete communities.

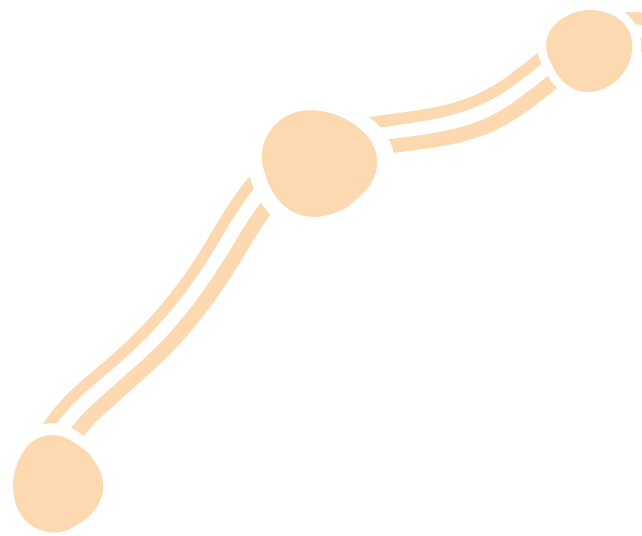
Our department operates within a complex, challenging and constantly changing environment. However, there is great strength and opportunity in the department's vision of Aboriginal peoples and Torres Strait Islander peoples participating fully in Queensland's vibrant economic, social and cultural life.

In acknowledgment of the difficult and traumatic history of interactions between government and Aboriginal peoples and Torres Strait Islander peoples, the department is leading work across government to reframe the relationship between the Queensland Government and Aboriginal and Torres Strait Islander Queenslanders. This relationship will be one that acknowledges, embraces and celebrates the humanity of Aboriginal peoples and Torres Strait Islander peoples.

Our department is committed to a new way of working together, delivering real change and real outcomes through a genuine partnership approach to continue the journey to reconciliation.

Our strategy

During 2018–2019, our strategy for delivering on the department's vision and purpose included delivering programs, projects and services to support our strategic objectives.



STRATEGIC OUTCOMES	INCREASED ECONOMIC PARTICIPATION		IMPROVED COMMUNITY PARTICIPATION	
STRATEGIC OBJECTIVES	CREATE MORE JOB OPPORTUNITIES	GROW EMERGING BUSINESSES AND INCREASE HOME AND LAND OWNERSHIP	SUPPORT SAFE, CARING AND CONNECTED COMMUNITIES	SUPPORT COMMUNITIES TO VALUE CULTURES AND HERITAGE
POLICIES, PROGRAMS, PROJECTS AND SERVICES	<p>Youth Employment Program</p> <p><i>Moving Ahead</i> strategy</p> <p>Industry agreements</p> <p><i>Queensland Building and Construction Training and Employment Policy</i> projects</p> <p>Queensland Government Integrated Capital Works Program</p> <p>Queensland Public Service Commission’s <i>Inclusion and Diversity Strategy 2015–2020</i></p>	<p><i>Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy</i></p> <p>Queensland Government Procurement Spend Project</p> <p>Remote Indigenous Land and Infrastructure Program</p> <p>Pathways to Home Ownership Project</p> <p>Capital Grants Program</p> <p>Cape York Peninsula Tenure Resolution Program</p>	<p>National Indigenous Reform Agreement</p> <p>Closing the Gap Report Card 2018</p> <p>Local Thriving Communities Interim Joint Coordinating Committee</p> <p>Social Reinvestment pilot program</p> <p>Aurukun Four-point Plan</p> <p>Ministerial and Government Champions Program</p> <p>Alcohol Management Plans Review</p> <p>Domestic and Family Violence Project</p> <p><i>Our Way</i> strategy and action plan (support)</p> <p>Youth Sexual Violence and Abuse Project</p> <p>Aboriginal and Torres Strait Islander Cultural Capability Framework</p> <p>Community and Personal Histories services</p>	<p>Cultural Heritage Program</p> <p>Cultural Heritage Acts review</p> <p>Aboriginal and Torres Strait Islander Language Preservation</p> <p>Reconciliation Action Plan</p> <p>Celebrating Reconciliation Small Grants Program</p> <p>NAIDOC Week Program</p> <p>Torres Strait Islander Traditional Child Rearing Practice Legal Recognition</p>
KEY PERFORMANCE INDICATORS	<p>Aboriginal and Torres Strait Islander jobs</p> <p>Aboriginal and Torres Strait Islander successful job outcomes—employment over three months</p>	<p>Procurement from Aboriginal and Torres Strait Islander businesses</p> <p>Value of government procurement from Aboriginal and Torres Strait Islander businesses</p> <p>Houses made available for ownership</p> <p>Cape York Peninsula and Far North Queensland land transferred to Traditional Owners</p>	<p>Customer survey—Community and Personal Histories services</p>	<p>Customer survey—cultural heritage searches</p>
OUR ENABLERS				
CREATE A CAPABLE, AGILE AND INNOVATIVE ORGANISATION AND STRENGTHEN GOVERNANCE			KNOW OUR COMMUNITIES AND BUILD AND STRENGTHEN PARTNERSHIPS	
<p>Increase in workforce diversity</p> <p>Cultural Capability Action Plan deliverables implemented</p> <p>Staff Achievement and Capability Plans developed</p> <p>Performance against budget allocation</p>			<p>Ministerial and Government Champions Program Review Project</p> <p>Queensland Government’s response to the <i>Stolen Wages Reparations Taskforce report, Reconciling Past Injustice</i> implementation</p> <p>Local Thriving Communities reform program</p>	

This strategy enabled us to deliver on the Queensland Government's objectives for the community as outlined in *Our Future State: Advancing Queensland's Priorities*:

Create jobs in a strong economy by:

- supporting economic development
- generating new employment and business opportunities for Aboriginal people and Torres Strait Islander people
- supporting Aboriginal and Torres Strait Islander business enterprises
- removing barriers to home and land ownership in remote and discrete communities
- transferring identified state-owned lands and national parks to formal Aboriginal ownership.

Keep communities safe and **Give all our children a great start** by:

- working with government agencies, community representatives and industry groups to close the gap and address disparities in health, education, employment, justice, child safety and housing outcomes between Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders
- lead the implementation of the Government's Response to the Queensland Productivity Commission report on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities
- supporting discrete communities to manage alcohol and to reduce alcohol-related violence
- supporting the implementation of the Queensland Government's *Our Way* strategy and action plan to reduce Aboriginal and Torres Strait Islander over-representation in the child protection system and progress family support reforms
- implementing relevant actions under the *Domestic and Family Violence Prevention Strategy 2016–2026*, informed by Aboriginal and Torres Strait Islander Queenslanders
- connecting Aboriginal people and Torres Strait Islander people to their community and family histories.

Be a responsive government by:

- leading whole-of-government initiatives that promote reconciliation and recognise, acknowledge and maintain Aboriginal and Torres Strait Islander cultures and heritage
- supporting strategies that improve the cultural capability of the Queensland public sector
- creating a high-performing, agile and innovative organisation that is focused on delivering more accessible services to Aboriginal peoples and Torres Strait Islander peoples
- reframing the relationship between Aboriginal peoples and Torres Strait Islander peoples and the Queensland Government to support government and community action in improving life outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Our strategic risks and opportunities

During 2018–2019, we leveraged the opportunities arising from strategic risks by continuing to focus on strengthening our partnerships, and ensuring the roles of our partners are paramount in the development and delivery of policies, programs and services. Our department identified several strategic risks that could potentially impact on the achievement of our strategic objectives and implemented strategies to address them.

Managing our strategic risks

OUR STRATEGIC RISKS	HOW WE MITIGATED THEM
<p>Strategically influencing government agencies</p> <p>Failure to strategically influence government agencies in the development and implementation of Aboriginal and Torres Strait Islander policies and programs leads to reduced confidence in the department’s ability to effectively develop and coordinate whole-of-government policy.</p>	<p>We developed productive and collaborative relationships across government and worked with interdepartmental and community stakeholder committees to embed our strategic objectives into agencies’ policy and program implementation initiatives on whole-of-government reforms and programs. A key example is leading the whole-of-government <i>Moving Ahead</i> strategy.</p>
<p>Economic conditions impacting on employment</p> <p>Changes to economic conditions impact on employment in key industry areas, which would restrict the department’s ability to improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders.</p>	<p>We identified innovative solutions and strategic partnerships to improve employment opportunities for Aboriginal peoples and Torres Strait Islander peoples.</p>
<p>Cybercrime prevention and detection</p> <p>Failure to have robust cybercrime prevention and detection systems in place leads to an increase in cyber security incidents or threats and related costs.</p>	<p>We continued to raise awareness of cybercrime prevention and detection.</p> <p>We identified robust information technology solutions to protect data and business management systems.</p>
<p>Relevance of policies to Aboriginal and Torres Strait Islander Queenslanders</p> <p>Failure to ensure that economic and community participation policies and programs meet the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders.</p>	<p>We developed and enhanced initiatives aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders are partners and collaborators in the design, commissioning and delivery of services for their communities.</p> <p>We established community engagement approaches to ensure economic and community participation policies meet the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders.</p>

Leveraging our opportunities

OUR OPPORTUNITIES	HOW WE LEVERAGED THEM
<p>Strengthen partnerships with Aboriginal and Torres Strait Islander communities</p>	<p>We worked in partnership with the community and agencies to co-design and co-lead policies, programs and services that improve outcomes for Aboriginal and Torres Strait Islander Queenslanders. For example, this included establishing the Local Thriving Communities Interim Joint Coordinating Committee to provide advice and guidance to the department on the co-design and implementation of thriving remote and discrete Aboriginal and Torres Strait Islander communities (Local Thriving Communities) and champion the reframed relationship.</p>
<p>Identify innovative solutions to improve employment outcomes</p>	<p>We identified innovative solutions and developed strategic partnerships to build capacity and improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders. For example, this included brokering memoranda of understanding with industry partners, including: Construction Skills Queensland, Queensland Resources Council, My Pathway, National Indigenous Basketball Association, Agforce and Queensland Tennis.</p>
<p>Identify information technology solutions</p>	<p>We identified and implemented robust information technology solutions to protect data and business management systems that support service delivery. We achieved this through a memorandum of understanding with the Department of Child Safety, Youth and Women to deliver ICT enabled business initiatives and the department’s ICT Steering Committee.</p>
<p>Develop and enhance key initiatives</p>	<p>We developed and enhanced initiatives aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders are key partners in the design, commissioning and delivery of services for their community. For example, the department engaged three Eminent Persons to provide legal, cultural and gender expertise during the complex and culturally sensitive consultations with Queensland’s Torres Strait Islander community to facilitate new laws to recognise Torres Strait Islanders families continued use of Torres Strait Islander traditional child-rearing practice.</p>

Our services

The department has service centres located in many major regional centres in Queensland. Staff work directly with community leaders, service providers, businesses and other local, Queensland and Australian government agencies to lead and contribute to key initiatives that provide appropriate, accessible and quality services to Aboriginal and Torres Strait Islander Queenslanders.

Table 1: DATSIP's regional distribution of services delivered

REGION	SERVICE CENTRES	SERVICES DELIVERED
<p>Remote Indigenous Land and Infrastructure Program Office (RILIPO) covers all remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, including: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal, Yarrabah, and the Torres Strait islands of Badu, Boigu, Dauan, Erub (Darnley), Hammond, lama (Yam), Kubin (Moa), Mabuia, Mer (Murray), Poruma (Coconut), Saibai, St Pauls (Moa), Ugar (Stephens), Warraber and Yorke.</p>	Cairns	<p>Land administration</p> <p>Whole-of-government integrated capital works</p> <p>Indigenous Land Use Agreements</p> <p>Cultural heritage services</p> <p>Master planning</p> <p>Town planning schemes and development applications</p> <p>Surveys</p> <p>Home ownership and Land Holding Act resolution</p> <p>Employment and procurement</p> <p>Specific capital and infrastructure projects</p>
<p>Government Coordination covers the following local government (shire and regional council) areas: Aurukun, Cook (including Coen and Laura), Hope Vale, Kowanyama, Lockhart River, Mapoon, Mossman Gorge, Napranum, Pormpuraaw, Weipa, Wujal Wujal and Yarrabah.</p>	Cairns Aurukun Cooktown Weipa	<p>Employment and procurement</p> <p>Welfare Reform program</p> <p>Alcohol Management Plans</p> <p>Community safety and heightened response</p> <p>Cultural heritage services</p> <p>Local Thriving Communities reform program</p>
<p>Torres covers the following local government (shire and regional council) areas: Northern Peninsula Area, Torres Shire Council and the Torres Strait Island Regional Council.</p>	Thursday Island	<p>Employment and procurement</p> <p>Land and infrastructure</p> <p>Cultural heritage services</p> <p>Local Thriving Communities reform program</p>
<p>Far North Queensland covers the following local government (city, shire and regional council) areas: Cairns, Cassowary Coast, Croydon, Douglas, Etheridge, Mareeba and Tablelands.</p>	Cairns	<p>Employment and procurement</p> <p>Land and infrastructure</p> <p>Cultural heritage services</p> <p>Welfare Reform program</p> <p>Family and community safety initiatives</p> <p>Local Thriving Communities reform program</p>
<p>North Queensland covers the following local government (city, shire and regional council) areas: Boulia, Burdekin, Burke, Carpentaria, Charters Towers, Cloncurry, Doomadgee, Flinders, Hinchinbrook, Isaac, Mackay, McKinley, Mornington Island, Mount Isa, Palm Island, Richmond, Townsville and Whitsunday.</p>	Townsville Mt Isa Mackay	<p>Employment and procurement</p> <p>Cultural heritage services</p> <p>Welfare Reform program</p> <p>Family and community safety initiatives</p> <p>Local Thriving Communities reform program</p>

REGION	SERVICE CENTRES	SERVICES DELIVERED
<p>Central Queensland covers the following local government (city, shire and regional council) areas: Banana, Barcaldine, Barcoo, Blackall, Bundaberg, Central Highlands, Cherbourg, Diamantina, Fraser Coast, Gladstone, Longreach, North Burnett, Rockhampton, South Burnett, Tambo, Winton and Woorabinda.</p>	<p>Hervey Bay (Pialba) Rockhampton</p>	<p>Employment and procurement Cultural heritage services Family and community safety initiatives Local Thriving Communities reform program</p>
<p>South West Queensland covers the following local government (city, shire and regional council) areas: Balonne, Bulloo, Goondiwindi, Ipswich, Lockyer Valley, Maranoa, Murweh, Paroo, Quilpie, Roma, Southern Downs, Toowoomba and Western Downs.</p>	<p>Toowoomba Charleville Ipswich</p>	<p>Employment and procurement Cultural heritage services Family and community safety initiatives Local Thriving Communities reform program</p>
<p>South East Queensland (South) covers the area south-east of Brisbane and includes local council areas for Logan City Council, Gold Coast City Council and Scenic Rim Regional Council.</p>	<p>Logan Central</p>	<p>Employment and procurement Cultural heritage services Family and community safety initiatives Local Thriving Communities reform program</p>
<p>South East Queensland (North) covers the Brisbane and north coast areas and includes the local council areas for Brisbane City Council, Moreton Bay Regional Council, Sunshine Coast Regional Council, Gympie Regional Council, Noosa Council, Somerset Regional Council and Redlands City Council.</p>	<p>South Brisbane Caboolture</p>	<p>Employment and procurement Cultural heritage services Community and personal history services Family and community safety initiatives Local Thriving Communities reform program</p>

02

ECONOMIC PARTICIPATION

SNAPSHOT OF ACHIEVEMENTS

1183



jobs facilitated for Aboriginal and Torres Strait Islander jobseekers, exceeding our target of 850 jobs

421



Aboriginal and Torres Strait Islander businesses secured \$329 million in Queensland Government procurement, exceeding our target of 300 businesses and \$320 million

36



houses made available for ownership by Aboriginal people and Torres Strait Islander people in target communities, exceeding our target of 25

72.9%



of Aboriginal and Torres Strait Islander Queenslanders **being successfully employed** three months after placement

CREATE MORE JOB OPPORTUNITIES

More job placements

The department continued to create more job opportunities for Aboriginal and Torres Strait Islander Queenslanders by:

- delivering the Youth Employment Program (YEP) and providing post-job placement support
- brokering industry agreements
- creating employment opportunities through social housing and infrastructure projects.

Key achievements

During 2018–2019, the department facilitated 1183 job placements for Aboriginal and Torres Strait Islander jobseekers across Queensland, exceeding our target of 850 placements. This included:

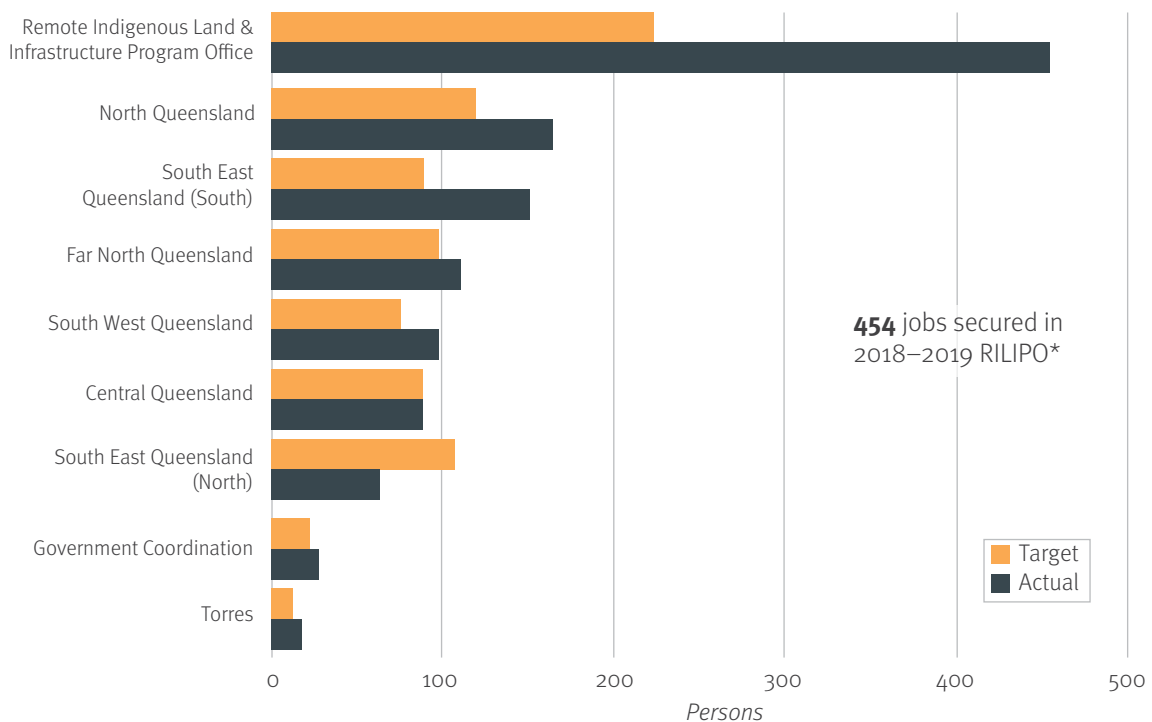
- 729 job placements for YEP candidates, including Year 12 graduates and other highly qualified and job-ready Aboriginal and Torres Strait Islander jobseekers
- through the Remote Indigenous Land and Infrastructure Program Office (RILIPO), 454 job placements for Aboriginal and Torres Strait Islander jobseekers in social housing and infrastructure projects across the National Partnership on Remote Housing communities and other capital works in remote and discrete communities.

Performance measure			
Number of job placements for Aboriginal people and Torres Strait Islander people facilitated by the department			
Year	Target	Actual	Status
2015–2016	400	1021	Δ
2016–2017	500	1074	Δ
2017–2018	610	1551	Δ
2018–2019	850	1183	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ⊙ Working towards target

Figure 2 summarises the regional distribution of job opportunities secured as a result of the department’s involvement for 2018–2019.

Figure 2: Jobs by service centre as at 30 June 2019



*Remote Indigenous Land and Infrastructure Program Office (RILIPO)

YEP candidates assisted

Our department delivered the YEP, which provides services to assist and support young Aboriginal and Torres Strait Islander Year 13 (Year 12 graduates) and other highly qualified, job-ready candidates in post-school transitions to work, study or training.

YEP candidates participated in a range of activities offered by our regional staff to improve the likelihood of successful and sustained employment outcomes for candidates. This included pre-employment support, training advice and referral, soft skills training, job application and interview advice, and post-placement support.

Key achievements

During 2018–2019, our department assisted in the following ways:

- registered 1310 Year 12 graduates and other highly qualified candidates onto the YEP Customer Relationship Management (CRM) System
- provided Talk Up Training (DATSIP's in-house soft skills development program) to 498 candidates registered on the YEP CRM System—which was more than 50 per cent of the 915 candidates offered the training
- engaged with 830 Year 12 Aboriginal and Torres Strait Islander students.

Data for 2018–2019 shows that 72.9 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by our department were still employed three months later, exceeding our target of 70 per cent.

Performance measure			
Percentage of Aboriginal people and Torres Strait Islander people successfully employed three months after placement			
Year	Target	Actual	Status
2015–2016	50%	78.4%	Δ
2016–2017	50%	77.6%	Δ
2017–2018	60%	78%	Δ
2018–2019	70%	72.9%	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ⊙ Working towards target

Moving Ahead strategy implemented

During 2018–2019, the Queensland Government continued to implement the whole-of-government strategy *Moving Ahead: A strategic approach to increasing the participation of Aboriginal and Torres Strait Islander peoples in Queensland's economy 2016–2022*.

The strategy aims to ensure that Aboriginal peoples and Torres Strait Islander peoples fully participate in Queensland's growing economy through skilling, training, and business growth and development.

Key achievements

Under the Moving Ahead strategy, a number of key actions were progressed, including:

- an increase in the value of government spend to \$329 million across 421 known Aboriginal and Torres Strait Islander businesses (including not-for-profit organisations) under the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP)*. The QIPP sets a target for budget sector agencies to increase procurement from Aboriginal and Torres Strait Islander businesses to three per cent of the value of addressable spend by 2022. Further work on refining the definition of addressable spend will be undertaken in 2019–2020
- completing 17 selected Indigenous projects under the *Queensland Government Building and Construction Training Policy*, valued at over \$179 million
- supporting over 250 Aboriginal and Torres Strait Islander businesses to improve their business capability through 65 projects under the Enterprise Queensland Indigenous Program.

Performance measure			
Number of Aboriginal and Torres Strait Islander businesses securing government procurement			
Year	Target	Actual	Status
2015–2016	100	282	Δ
2016–2017	100	385	Δ
2017–2018	225	427	Δ
2018–2019	300	421	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ⊙ Working towards target

Performance measure			
Value of government procurement from Aboriginal and Torres Strait Islander businesses			
Year	Target	Actual	Status
2015–2016	\$64M	\$170M	Δ
2016–2017	\$40M	\$270M	Δ
2017–2018	\$172M	\$305M	Δ
2018–2019	\$320M	\$329M	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ⊙ Working towards target



YOUTH EMPLOYMENT PROGRAM

“ I have the best office anyone could ask for... ”

Sade Bin Garape-Minniecon,
former YEP candidate

Sade Bin Garape-Minniecon, Cairns YEP candidate 2018, was offered a position with the luxury 5-star Riley Crystalbrook Collection Resort before graduating from school.

Since then, she has progressed to Food and Drink Guide at the Rocco Restaurant. Her supervisor James Spyrou says Sade’s leadership skills, bubbly personality, reliability and ability to keep the floor running in his absence are what make her great to work with.

Sade enjoys working with managers and other staff at the Rocco Restaurant, as well as the wide variety of customers she encounters.

YEP can help with finding employment opportunities, and support people making the transition from school to work. Sade encourages school students not to wait until they graduate before reaching out to the YEP program. YEP can be of assistance at any stage in someone’s employment and training journey.

Sade says she has worked hard for what she has, but has been rewarded with a supportive and unique work environment. Rocco Restaurant is the only rooftop venue in Cairns—she has the best office anyone could ask for.

Sade is a Torres Strait Islander from Mabuiag Island and her grandmother is a Traditional Owner from Cape York.

Industry agreements brokered

The department continued to build on strong relationships with Queensland’s peak industry bodies, businesses and sporting organisations to jointly focus on improved opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

As at 30 June 2019, the department had memoranda of understanding with industry partners, including:

- Construction Skills Queensland
- Queensland Resources Council
- My Pathway
- National Indigenous Basketball Association
- Agforce
- Tennis Queensland.

Figure 3 summarises the industry sectors in which job opportunities were secured as a result of the department’s involvement for 2018–2019.

Construction industry employment, training and business supply outcomes delivered

The department negotiated employment, training and business supply opportunities for Aboriginal peoples and Torres Strait Islander peoples in building and civil construction projects across Queensland outside of the remote and discrete communities.

Key achievements

During 2018–2019, we:

- negotiated opportunities for over 578 Aboriginal and Torres Strait Islander employees, apprentices and trainees across 158 completed construction projects
- provided opportunities for another 711 employees, apprentices and trainees across 79 projects that remain under construction
- negotiated around \$8.3 million of supply opportunities for Aboriginal and Torres Strait Islander businesses from completed and under construction projects.

Whole-of-government integrated capital works coordinated

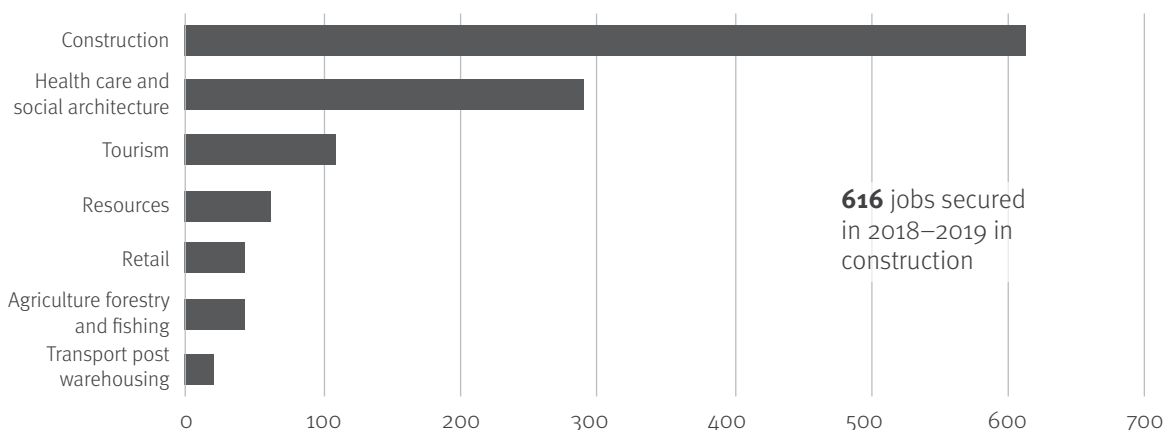
During 2018–2019, the department, through the RILIPO, led the coordination of whole-of-government infrastructure projects within the remote and discrete communities of Queensland to assist in improving sustainable economic outcomes through better integrated procurement practices, and business and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2018–2019, the department:

- coordinated 43 construction projects resulting in over \$134.1 million of investment in infrastructure in remote and discrete Aboriginal and Torres Strait Islander Queensland communities
- negotiated the Indigenous Economic Opportunity Plans for each of these projects, with principal contractors reporting \$7.1 million of Aboriginal and Torres Strait Islander business and goods supply provided to construction projects to date. This exceeded the minimum Aboriginal and Torres Strait Islander business supply requirement of \$3.72 million, as per the *Queensland Government Building and Construction Training Policy*
- coordinated infrastructure projects in partnership with the remote and discrete Aboriginal and Torres Strait Islander councils, increasing economic outcomes through employment and business opportunities that resulted from the coordinated approach in delivering maintenance, upgrades and capital projects and enhancing the continuity of work within a community.

Figure 3: Jobs by industry as at 30 June 2019



Employment opportunities delivered through social housing and infrastructure projects

By leveraging the procurement associated with civil, building and construction projects, through effective negotiations on Indigenous economic opportunities within the remote and discrete communities, the RILIPO was able to create employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2018–2019, through the department’s successful negotiation with procuring agencies and contractors on Indigenous Economic Opportunity Plans for building and civil construction projects, and through monitoring and implementation of these opportunities, 454 Aboriginal and Torres Strait Islander jobseekers were employed across 43 construction projects within the remote and discrete communities. Of the 454 Aboriginal and Torres Strait Islander jobseekers, 84 were employed as apprentices and trainees.

GROW EMERGING BUSINESSES AND INCREASE HOME AND LAND OWNERSHIP

Procurement opportunities and business capability increased

The department leverages the Queensland Government spend to bring about growth and development opportunities for Aboriginal and Torres Strait Islander owned businesses, and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Our department continued to work with government agencies and industry to build the capability of Aboriginal and Torres Strait Islander businesses to tender for, and win, contracts in government and industry procurement supply chains. The department has a strong focus on sustaining jobs and building supplier diversity for the Queensland Government and industry sectors.

Key achievements

During 2018–2019, we:

- completed 17 selected Indigenous projects under the *Queensland Government Building and Construction Training Policy*, valued at over \$179 million. These projects resulted in:
 - 178 Aboriginal and Torres Strait Islander employees, apprentices and trainees undertaking 43,019 hours of employment
 - \$5.35 million in procurement from 44 Aboriginal and Torres Strait Islander businesses

- invested over \$550,000 state-wide through the Enterprise Queensland Indigenous Program to professionally assess and develop the capability of Aboriginal and Torres Strait Islander businesses. More than one-third of the assisted businesses have secured Queensland Government procurement expenditure
- secured commitments from industry to achieve increased job, education and training, procurement and business capability outcomes for Aboriginal and Torres Strait Islander jobseekers and business owners.

Whole-of-government land tenure advice provided

The department, through the RILIPO, continued to provide whole-of-government advice on land tenure within the remote and discrete communities in Queensland, including performing necessary actions that enable and provide current and future home ownership and leasing opportunities.

Key achievements

During 2018–2019, we:

- surveyed townships to a standard enjoyed by mainstream towns by making sure roads are surveyed on their constructed alignment, and subdivided Deed Of Grant In Trusts (DOGITs) into separable lots to support economic development and home ownership
- created more than 7500 lots from the subdivision of the DOGITs
- rectified tenure boundaries (e.g. reserves and DOGITs) where boundaries have been adjusted to clear encroachments
- undertook land administration actions to:
 - resolve land tenure anomalies
 - implement land boundary amendments to enable the granting of all outstanding Land Holding Act leases, 40-year social housing leases and 99-year home ownership leases
- executed 40-year social housing leases covering 3086 dwellings under the National Partnership on Remote Housing program
- surveyed 426 Land Holding Act entitlement lots in conjunction with the Community Survey program
- supported legislative changes to the Aboriginal and Torres Strait Islander Land Acts (*Aboriginal Land Act 1991 and Land Act 1994*) to allow successful resolution of Land Holding Act leases, where the applicant dies intestate
- assisted the Rural Fire Brigade undertake Native Title clearance processes and secure a lease in Wooraibinda, which has been a longstanding (over five years) issue for the rural volunteer organisation.

Home ownership pathways in targeted communities facilitated

The RILIPO led processes that provided pathways for home ownership for Aboriginal and Torres Strait Islander Queenslanders in targeted communities in Queensland.

Key achievements

During 2018–2019, the department made available 36 houses for ownership by Aboriginal people and Torres Strait Islander people in targeted communities through Queensland Government investment.

Performance measure

Number of houses made available for ownership by Aboriginal people and Torres Strait Islander people in targeted communities through Queensland Government investment

Year	Target	Actual	Status
2015–2016	22	22	✓
2016–2017	22	22	✓
2017–2018	22	25	Δ
2018–2019	25	36	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ⊕ Working towards target

Master planning in the remote and discrete Queensland communities delivered

The RILIPO led a range of master planning projects that support future housing construction, industry and commercial growth while considering the community needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2018–2019, we facilitated the endorsement of master plans by Napranum, Hope Vale, Hammond Island and Wujal Wujal councils.

Town planning schemes facilitated

The RILIPO works towards enabling and assisting Aboriginal and Torres Strait Islander councils to make informed planning decisions in their communities in Queensland.

Key achievements

During 2018–2019, we achieved the following.

Planning schemes:

- facilitated the adoption of three alignment amendment town planning schemes
- facilitated further studies to inform the draft Torres Shire Planning Scheme and submission of the planning scheme for a first State Interest Review.

Community Survey program:

- prepared and managed the issuing of two decision notices, resulting in the registration of 262 lots within the communities
- prepared and managed one development application with councils for decision-making, which will provide 177 lots within communities.

Development applications:

- prepared and managed four development applications with councils for decision-making, which will provide 15 lots within communities
- prepared, managed and completed 10 development applications resulting in the provision of 24 lots within communities
- prepared and managed the issuing of six decision notices for development applications in communities providing state development and economic development opportunities.



HOPE VALE MASTER PLAN



Hope Vale's Master Plan represents the foundation for the future, providing a strategy to ensure a vibrant economy and healthy community for future generations.

The plan will remain a living document describing the social, economic and infrastructure desires of the community.

Master planning in Hope Vale considers design, climate change, infrastructure needs, engineering development and the cost associated with providing a strategic development plan.

Themes identified by the Hope Vale community and council within the Master Plan included:

- **economic opportunities:** tourism accommodation and a business centre
- **social engagement:** park land, walking paths and bike paths
- **housing:** Elder housing and high-density housing
- **community infrastructure:** sewer (long-term considerations for community), water upgrade for additional tanks dependent on expansion, pump stations, land fill, solar, police station, shopping centre, health expansion and relocation of council workshops and industrial areas.

Survey programs implemented

During 2018–2019, the RILIPO led programs to normalise survey infrastructure to progress economic development throughout the remote and discrete communities in Queensland.

The implementation of the survey programs has resulted in the resolution of most of the long outstanding land tenure issues that have delayed development in the past.

The survey work has been registered with the Department of Natural Resources, Mines and Energy and will provide a platform for improved land management, social housing, home ownership, and private and commercial leasing. It will also facilitate freehold opportunities in the future.

Key achievements

As at 30 June 2019, 33 out of 34 communities completed surveys under the Community Survey program, with the remaining community of Mer Island going through a development application (DA) process, with possible survey amendments to meet DA requirements.

- Community Survey program—218 plans registered, totalling 7558 lots of land created and registered
- Road Network program—all road plans in the 34 remote and discrete communities registered.

Further details regarding these 34 communities can be found in the Glossary definition of remote and discrete Aboriginal and Torres Strait Islander communities.

Indigenous Land Use Agreement program implemented

Indigenous Land Use Agreements (ILUAs) are agreements between a Native Title group and others about the use of land. These agreements allow people to negotiate flexible arrangements that suit their circumstances and aspirations.

Township ILUAs for Lockhart River, Cherbourg and Napranum are currently under negotiation.

The department, through the RILIPO, is also leading the negotiation of the Torres Strait Infrastructure and Housing ILUA (formerly Regional ILUA) across 14 communities in the Torres Strait Island Regional Council area. This comprehensive ILUA will replace the need for individual or multiple ILUAs, save costs for government and private proponents, and enable home ownership and state and council infrastructure to proceed.

Additionally, the department is assisting with an ILUA in Hope Vale, which will allow for 99-year rural residential and commercial leases. Required survey of lots and easements has been programmed, as well as the inclusion of a council infrastructure lease. This ILUA is over land that is held as Aboriginal freehold by Hope Vale Congress Aboriginal Corporation.

Key achievements

During 2018–2019, we achieved the following:

- registration of three Torres Strait Infrastructure and Housing ILUAs for Badu, Saibai and Ugar, with the Saibai Security and Safety Facility on Saibai Island (Queensland Police Service) being the first major infrastructure program to achieve Native Title consent
- home ownership and council infrastructure outcomes in Mapoon and Pormpuraaw using the township ILUAs, including the commencement of the splash park construction
- registration of four Torres Strait Island Social Housing ILUAs
- registration of four Torres Strait Health ILUAs to undertake refurbishment works to health centres
- registration of the Mapoon Number 2 ILUA.

Cape York Peninsula Tenure Resolution Program progressed

Through the Cape York Peninsula Tenure Resolution Program, the Queensland Government is changing the tenure of identified Cape York properties to Aboriginal freehold land and jointly managed national parks. The tenure changes allow Traditional Owners to return to their Country and pursue employment and business opportunities in national park management, grazing, forestry, natural resource management and tourism.

Key achievements

In 2018–2019, the department:

- successfully amended the *Cape York Peninsula Heritage Act 2007* to exclude the Shelburne and Bromley properties from the grant of a mining interest, resulting in the protection of 190,000 hectares of Aboriginal freehold land
- completed the Green Hills Cattle Dip Remediation process—the disused cattle dip is located on 385 hectares of land, which has been transferred to the Yuku Baja Muliku Land Trust as regular freehold land. As part of this transfer, the Queensland Government committed to remediate the dip site so that all contaminants were removed from the property. The land has been removed from the contaminated lands register, enabling the Yuku Baja Muliku Traditional Owners to progress economic activities or residential arrangements on the land
- finalised the Lockhart River Aboriginal Shire Council Digitisation project, involving the collation and digitisation of a large collection of irreplaceable anthropological data collected in the Lockhart region during the 1970s
- continued complex negotiations for three tenure dealings—Thayanaku, Eastern Kuku Yalanji and Orchid Creek.



CAPE YORK SPLASH PARKS

In 2018–2019, the Remote Indigenous Land and Infrastructure Program Office managed the construction of three splash parks for the communities of Mapoon, Napranum and Pormpuraaw in Cape York.

Once completed, these splash parks will provide a safe and central space for children and families to cool down and play together. Each park will include: play equipment, such as water dump buckets and other water features, as well as shade and seating areas for families to gather.

The splash parks will also provide local employment and business opportunities, with much of the construction undertaken by the local council workforce, including the construction of the shade sails and surrounding features. The council will also be involved in the ongoing operation of the parks. It is anticipated that community activities will be supported by the splash parks, widening the range of community recreation and engagement opportunities.

Mapoon, Napranum and Pormpuraaw splash parks are due to be completed in late 2019.

Photos: Mapoon Splash Park in progress

03

COMMUNITY PARTICIPATION

SNAPSHOT OF ACHIEVEMENTS

85%



of **customers satisfied** with services provided through the Aboriginal and Torres Strait Islander Cultural Heritage Online Portal, exceeding our target of 75%

27,242



cultural heritage **search requests** completed

523



Aboriginal and Torres Strait Islander Queenslanders connected to their **community and family histories**



\$756,794.63

in **reparation payments** for controlled wages and savings made to 285 eligible Aboriginal and Torres Strait Islander Queenslanders

SUPPORT SAFE, CARING AND CONNECTED COMMUNITIES

National Indigenous Reform Agreement progressed

The National Indigenous Reform Agreement (NIRA), agreed to by all states and territories, is the overarching framework that aims to close the gap in life outcomes between Aboriginal peoples and Torres Strait Islander peoples and non-Indigenous Australians through achievements and outcomes against seven targets that broadly cover the areas of health, education and employment.

In June 2017, the Council of Australian Governments (COAG) committed to refreshing the Closing the Gap agenda (which sits within NIRA) and develop targets in partnership with Aboriginal peoples and Torres Strait Islander peoples.

COAG further agreed at its 9 February 2018 meeting that all governments would undertake community consultations on the refresh, ahead of COAG agreeing on a new Closing the Gap framework, national and state targets, performance indicators and accountabilities.

This next iteration of the Closing the Gap agenda, including the development of new targets, is placing a greater focus on self-determination, and respect for culture and language.

While the refreshed targets are not yet set, development is being led by the Australian Government, working with states and with Aboriginal peoples and Torres Strait Islander peoples through a formal Closing the Gap Partnership Agreement with the Coalition of Aboriginal and Torres Strait Islander Peak Organisations.

Queensland Closing the Gap Report Card 2018 delivered

Closing the Gap is a long-term framework that builds on the foundation of respect and unity provided by the 2008 National Apology to Aboriginal and Torres Strait Islander peoples. It acknowledges that improving opportunities and life outcomes for Indigenous Australians requires intensive and sustained effort from all levels of government, as well as the private and not-for-profit sectors, communities and individuals.

In 2008, the COAG endorsed the NIRA, which included the following targets:

- close the life expectancy gap within a generation by 2031
- halve the gap in mortality rates for Indigenous children under five within a decade by 2018
- ensure that 95 per cent of all Indigenous four year olds are enrolled in early childhood education by 2025
- halve the gap for Indigenous students in reading, writing and numeracy within a decade by 2018

- halve the gap for Indigenous people aged 20–24 in Year 12 attainment or equivalent attainment rates by 2020
- halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade by 2018
- close the gap between Indigenous and non-Indigenous school attendance within five years by 2018.

Queensland is on track in two of the seven Closing the Gap targets: 95 per cent of Indigenous four year olds enrolled in early childhood education by 2025; and halve the gap for Indigenous people aged 20–24 in Year 12 attainment of equivalent attainment by 2020. There have also been significant improvements made in the areas of health and education.

Key achievements

In 2018–2019, we worked with the Queensland Government Statistician's Office and relevant agencies, through their respective data custodians, to deliver the Queensland Closing the Gap Report Card 2018.

This Report Card is an important step in the Queensland Government's commitment to closing the gap between Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders. It moves away from the deficit model and towards an approach underpinned by the strengths, knowledge and rich cultural heritage of Aboriginal peoples and Torres Strait Islander peoples.

The Report Card also:

- supports ongoing and regular reporting to track progress, identify and build on strengths and success stories, and inform areas of focus
- informs a partnership and co-design approach with Aboriginal and Torres Strait Islander stakeholders and communities, moving away from 'doing to' to 'doing with'
- uses the latest data to measure Queensland's progress in the COAG Closing the Gap targets
- provides additional data on other priority areas raised by Aboriginal and Torres Strait Islander Queenslanders, including through nine community consultations held across urban, regional and remote Queensland.

Local Thriving Communities initiated

In September 2016, the Queensland Government announced the Queensland Productivity Commission (QPC) would inquire into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities. In June 2018, the Queensland Government made a long-term commitment to work with remote and discrete Aboriginal and Torres Strait Islander communities, their leaders, mayors and other stakeholders to implement the intent of the reform agenda proposed by the QPC.

Local Thriving Communities will deliver on the Queensland Government's response to the QPC's recommendations. Local Thriving Communities is part of *Tracks to Treaty: Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders*, which was launched by the Queensland Government in July 2019. Local Thriving Communities will empower remote and discrete Aboriginal and Torres Strait Islander communities to draw on their strengths to make decisions about their own future, and to influence investment decisions to make a real difference for their people and community.

The reframed relationship is a new way of working for both the Queensland Government and remote and discrete communities, and is based on strengthening community voice and improving outcomes from investment through enhanced local decision-making.

The department is working with Aboriginal and Torres Strait Islander communities, the Queensland Government and other stakeholders to co-design and implement the reform.

Further to the government's commitment to reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders, DATSIP, as a key stakeholder, has commenced responding to the reform recommendations made in the QPC report on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

During 2018–2019, we achieved the following:

- the first meeting of the Local Thriving Communities Interim Joint Coordinating Committee was held at Parliament House on Thursday 2 May 2019. Key representatives from community and government met, and will continue to meet regularly to provide advice, guidance and oversight to inform the design and implementation of the reform. The Joint Coordinating Committee has been established on an interim basis to allow Aboriginal and Torres Strait Islander Queenslanders to select their own nominees for a long-term basis. This is a major step in ensuring Aboriginal and Torres Strait Islander Queenslanders have greater authority and decision-making powers over service delivery and economic development in their communities
- the Director-General of the department met with the mayors and leaders of remote and discrete communities, and visited a majority of the communities to meet with Elders, Traditional Owners, Family Responsibilities Commissioners and service providers to engage with communities on the Local Thriving Communities work.

The department will engage and partner with our key strategic stakeholders (Aboriginal and Torres Strait Islander Queenslanders, communities, and local, Queensland and Australian governments) in alignment with DATSIP's THRIVING model.

THRIVING

Treaties and agreement making
Healing and truth telling
Relationships anchored by high expectations
Investing in and embracing local leadership
Vibrant cultures and communities
Innovative policy and programs
Negotiated solutions to complex challenges
Guaranteed service outcomes

The department will have a strengths based focus on:

- working *with* Aboriginal and Torres Strait Islander communities and stakeholders
- authentic policy co-design, implementation and evaluation, acknowledging, embracing and building on community strengths
- enhancing service delivery focused on community needs and priorities
- moving authority for decision-making closer to communities
- managing a high-expectations relationship in which both government and community are accountable.

Alcohol Management Plan review finalised

The Queensland Government finalised a review of Alcohol Management Plans (AMPs) that considered the effectiveness of AMPs and whether changes need to occur to make them better meet community expectations and aspirations. The review found that, although AMPs are an effective tool to reduce alcohol-related harm, further work can be done to improve community safety and wellbeing outcomes.

The department is continuing to partner with Queensland's 19 discrete Aboriginal and Torres Strait Islander communities to reduce alcohol misuse and harm by implementing a refreshed approach to alcohol management that responds to the findings of the review. It prioritises community safety and emphasises a need for AMPs that are community-led and driven, and developed and implemented in partnership with communities. The safety and wellbeing of community members, in particular those most vulnerable, will continue to be the focal point for alcohol management.

Key achievements

During 2018–2019, we:

- finalised the review of AMPs based on communities' views, the evidence base and engagement with key stakeholders
- developed a renewed approach to alcohol management informed by the review's key findings
- implemented strategies to reduce sly grog and homebrew, including progressing legislative amendments to the *Aboriginal and Torres Strait Islander Justice Land and Other Matters Act 1984* to better target the ingredients commonly used to manufacture homemade alcohol
- continued to work in partnership with communities to identify ways to improve community safety by building local level capacity and supporting community leadership to promote a positive attitude and healthy culture towards alcohol, including through liquor licensing options.

Domestic and family violence response supported

The department has responsibility to lead and support the implementation of a number of recommendations of the *Not Now, Not Ever: Putting an end to domestic and family violence in Queensland* report, handed down in February 2015. This report noted the impacts of violence and abuse in Aboriginal and Torres Strait Islander communities, especially on Aboriginal and Torres Strait Islander women and their children.

The Domestic and Family Violence Death Review and Advisory Board was established as part of the Queensland Government's implementation of recommendations. The board's annual report 2016–2017 noted the specialised and unique characteristics of family violence experienced by Aboriginal and Torres Strait Islander families and communities, and recommended the development of a specific strategy. As a result, *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence* was released on 1 May 2019. We acknowledge the significant input of the Queensland First Children and Families Board to the framework. The board comprises 11 members, including prominent leaders from diverse geographical locations across Queensland who have a vast range of expertise and strong cultural perspectives, and includes DATSIP's Director-General.

The department is working with the Department of Child Safety, Youth and Women to finalise the framework's implementation plan, which will include developing and monitoring actions across a range of relevant agencies.

The department has also been actively involved in providing ongoing advice and support for the development of integrated service response trials in Logan–Beenleigh, Cherbourg and Mount Isa. Senior project officers were recruited to cultural connector roles to provide cultural expertise and support to integrated service responses in Cairns, North Brisbane, Ipswich, Logan–Beenleigh, Mount Isa and Cherbourg, and to build cultural capacity in the sector. This project will be extended as an action under the framework during 2019, with new roles in Mackay and Caboolture.

Key achievements

In 2018–2019, we:

- developed *Queensland's Framework for Action – Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence* to provide a response to the disproportionate incidence and impact of domestic and family violence experienced by Aboriginal peoples and Torres Strait Islander peoples. This work was co-designed with key community stakeholders and includes strategic actions aimed at supporting community-led and owned action over the period 2019–2021
- continued to develop service delivery models through a co-design process with government and community stakeholders
- facilitated the establishment of a Community Advisory Group in Cherbourg
- continued to provide cultural advice and support to Domestic and Family Violence High Risk Teams through senior project officers in Cherbourg, Mount Isa, Cairns, North Brisbane, Logan–Beenleigh and Ipswich.

Vulnerable Aboriginal and Torres Strait Islander children and families supported

The department continues to implement initiatives to address the over-representation of Aboriginal and Torres Strait Islander children in Queensland's child protection system.

On 30 May 2017, the Queensland Government, in partnership with Family Matters Queensland, launched *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*. *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2017–2019* is the first of seven consecutive action plans across the life of the strategy, and is designed to deliver benefits for:

- all Aboriginal and Torres Strait Islander children and families, including those experiencing vulnerability and disadvantage
- those in contact with the child protection system
- Aboriginal and Torres Strait Islander children and young people leaving out-of-home care.

Key priority areas for the department, in partnership with other government and non-government agencies, include providing Aboriginal and Torres Strait Islander families who have complex needs and children at risk with the right services, enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive, and re-engaging those disconnected from family and kin.

Key achievements

During 2018–2019, we

- provided support (staff and cultural/policy advice) to the Department of Child Safety, Youth and Women in the implementation of the *Our Way* strategy and the first Changing Tracks action plan, and the development of the second Changing Tracks action plan.

Youth sexual violence and abuse response supported

The department continued to take positive action on preventing youth sexual violence and abuse by responding to the two reports by the Youth Sexual Violence and Abuse Steering Committee.

The committee, comprising government, academic and Aboriginal and Torres Strait Islander community representatives, was established in 2017 and sought community feedback to inform its reports through discussions with key stakeholders in West Cairns and Aurukun.

The Queensland Government accepted all the recommendations of the committee's first report, which looked at barriers to responding to youth sexual violence and abuse in Aurukun and West Cairns, and has acted to remedy the barriers to improve responses in the two communities. This has included committing \$1.2 million over three years from 2017–2018. As part of this commitment, the department allocated funding to the Griffith Youth Forensic Service Neighbourhoods project to continue to deliver youth sexual violence and abuse prevention services in West Cairns and Aurukun in 2018–2019.

The Queensland Government broadly supported the findings of the committee's final report, and committed \$12 million over four years from 2018–2019 for priority responses across Queensland communities. These priority responses will be delivered as part of a broader sexual violence prevention framework that builds on initiatives to date and recognises that youth sexual violence is not specific to Aboriginal and Torres Strait Islander children, young people or communities, but is a Queensland-wide issue that must be responded to accordingly.

Key achievements

In 2018–2019, we:

- funded the Griffith Youth Forensic Service to continue to deliver and evaluate its Neighbourhoods project in West Cairns and Aurukun, and to transition the program to local community control
- continued to implement initiatives in response to the recommendation of the committee's first report to address youth sexual violence and disadvantage in West Cairns and Aurukun
- supported whole-of-government consideration of the committee's final report recommendations, including supporting the development of a broader sexual violence prevention framework by providing advice in relation to targeted, culturally responsive approaches for Aboriginal and Torres Strait Islander children and young people.

Aurukun four-point plan implemented

The department continued to support the implementation of the Aurukun four-point plan to build community safety, ensure access to education, strengthen the community, and harness jobs and economic opportunities. The plan was announced in June 2016 in response to unrest that occurred in Aurukun that year.

Key achievements

In 2018–2019, we:

- continued to fund the Wik Kath Min: Aurukun Good Stories project to engage with Aurukun residents to identify shared community values to inform community behaviours
- continued to support the adult and youth integration plan helping community members returning to Aurukun following detention
- resourced the Aurukun Senior Government Coordinator to coordinate and oversee the delivery of the Aurukun four-point plan
- finalised the redevelopment of Stage 1 of the Wo'uw Ko'alam (Three Rivers) Community Centre, and the provision of staff accommodation and minor facility enhancements.

Community and personal history services delivered

The Royal Commission into Aboriginal Deaths in Custody and the Bringing Them Home report recommended that Aboriginal peoples and Torres Strait Islander peoples should be provided with access to government records and be assisted to trace their family and community histories.

During 2018–2019, the department continued to provide community and personal history services, which are free and can be requested at any time. This service has been provided since 1993.

Community and personal history searches are conducted by professional departmental researchers and archivists. The most commonly requested records are for evidence of ‘forcible removals’; proof of Aboriginal or Torres Strait Islander descent; date of birth confirmation; and the creation of retrospective birth certificates.

In addition to this, the department also undertakes requests for Native Title research.

Key achievements

In 2018–2019, we:

- received 896 requests for community and personal history information, which included 85 new Native Title research requests that involved searching for records of all direct ancestors, and finding evidence of where families were originally removed from, and their connection to Country
- completed 523 Aboriginal and Torres Strait Islander community and family histories requests. This included a total of 104 Native Title research requests, comprising 85 new requests and 19 requests received in 2017–2018.

Reparations Scheme finalised

In September 2018, the department finalised the Queensland Government Reparations Scheme. The scheme, with funding of \$21 million over three years, was established for Aboriginal peoples and Torres Strait Islander peoples whose wages or savings were controlled under a range of protection Acts enforced between 1897 and 1986.

Key achievements

In 2018–2019, \$756,794.63 was paid to eligible Aboriginal and Torres Strait Islander claimants. Since the Reparations Scheme was initiated, more than \$20 million has been paid to over 7284 people under the scheme.

Social Reinvestment pilot program implemented

The Queensland Productivity Commission report on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities noted social reinvestment as an innovative model, offering a flexible funding instrument and a place-based approach to secure positive outcomes.

The department’s Social Reinvestment pilot program focuses on building stronger partnerships between communities and government, and encouraging community-led, innovative and strengths based approaches. The payment by outcomes funding model supports remote and discrete communities to deliver locally driven responses to community-identified issues through a co-designed incentive scheme to achieve and track progress on mutually agreed performance milestones and indicators, leading to improved outcomes. The savings made through improved outcomes are then reinvested into the community.

Key achievements

During 2018–2019, we:

- provided \$142,000 for achieving deliverables to Cherbourg Aboriginal Shire Council to reduce property crime and contact with the youth justice system through the delivery of organised after-school and weekend sport and recreation activities
- provided \$43,500 for achieving deliverables to Yarrabah Aboriginal Shire Council to enhance community responsibility for waste management and recycling, and to encourage volunteering and promote community identity.

Ministerial and Government Champions visits to remote and discrete communities supported

The Ministerial and Government Champions program aims to increase the economic and social participation of Aboriginal and Torres Strait Islander Queenslanders and to facilitate cultural recognition and reconciliation. The program operates across remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

We provided ongoing support to the Ministerial and Government Champions program, which continued to bring together government ministers and chief executives of departments to partner with individual Aboriginal and Torres Strait Islander communities. This allows for shared strategic and systemic issues to be escalated, and for joint problem-solving by community and the Queensland Government to advance local issues and agendas. It also enables local leaders to advocate for their community’s needs and builds cultural capability within the Queensland Government.

Key achievements

During 2018–2019, the department initiated an internal review of the Ministerial and Government Champions program to ensure it continues to meet its objectives and that chief executives and ministers are supported in advocating for their communities.

Between July and December 2018, a total of 50 on-Country visits were undertaken, 29 by chief executives and 21 by ministers (and an assistant minister), which included visits to all remote and discrete communities. A report for January to June 2019 is being finalised.

With support from the Ministerial and Government Champions program, in 2018–2019, remote and discrete communities noted the following achievements:

- improved community safety and youth safety in Aurukun through work being progressed in a Youth Framework and Action Plan
- delivered investment from the Queensland Government for the Coen sports oval upgrade with Health and Recreation Facilities, Department of Health, opened in October 2018
- progressed several initiatives in Kowanyama, including a Women's Meeting Place and a Men's Shed
- in Mornington Island, delivered an upgrade to the fire and emergency services facility; and investment from Queensland Health towards the construction of 16 units of staff accommodation and supported dialysis services to reduce patient relocations to Mount Isa or Townsville for treatment
- for Mapoon, Napranum and Pormpuraaw, the 2018–2019 State Budget allocated \$4 million for the splash parks, with work on these projects commencing in November 2018 and due to be completed in late 2019
- employment of biosecurity trainees to work alongside federal biosecurity officers in building biosecurity awareness and capability in the Northern Peninsula Area
- in Palm Island, construction of a purpose-built primary healthcare centre for improved access to comprehensive primary health care, allied health, visiting specialists, social and emotional wellbeing services, and dental, maternal and child health programs.

Aboriginal and Torres Strait Islander Cultural Capability Framework progressed

The Cultural Capability Framework is the foundation document that underpins all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same economic, education, health, housing and social opportunities as non-Indigenous Queenslanders.

During the year, the department progressed the implementation of the Cultural Capability Framework across Queensland Government by leading the Cultural Agency Leaders (CAL) committee. The CAL committee is responsible for ensuring that each Queensland Government department meets its obligations, including mandatory departmental Cultural Capability Action Plans and six-monthly Cultural Capability Action Plan implementation reporting. These plans support the implementation of the Cultural Capability Framework through the development of a culturally capable workforce across the Queensland Public Service, and drive greater economic participation for Aboriginal and Torres Strait Islander Queenslanders through stronger partnerships, responsive services and sustainable employment.

In 2018–2019, the department collated the mandatory six-monthly reporting of the implementation of Cultural Capability Action Plans across Queensland Government agencies. The collated whole-of-government six monthly report for the period July to December 2018 was delivered to the CAL committee in March 2019. The CAL committee will consider the January to June 2019 report in September 2019.

The July to December 2018 report indicates that 460 cultural capability actions are being implemented across the Queensland Government, an increase of 60 actions over the previous 12-month period. Of those, 93 per cent of actions were either complete or were on track for completion.

The CAL committee also oversees the implementation of the *Queensland Government Reconciliation Action Plan 2018–2019*. The CAL committee has a whole-of-government reach and members have significant cultural experience and economic development expertise.



Queensland Treasury is committed to improving its relationship with Aboriginal and Torres Strait Islander Queenslanders through seeking to better understand the unique perspectives of Aboriginal peoples and Torres Strait Islander peoples.

The current priorities for Queensland Treasury, as outlined in its Cultural Capability Action Plan 2018–2021, include:

- increasing Aboriginal and Torres Strait Islander employment within Treasury
- creating career pathways for Aboriginal and Torres Strait Islander employees, including a Cadetship Program
- lifting Queensland Treasury's organisational and employee cultural capability

During 2018–2019, Queensland Treasury piloted the Treasury Cadetship Program with Griffith University via the UniTemps placement service. This initiative aims to provide paid work experience (casual or part-time) for Aboriginal and Torres Strait Islander students.

At the time of compiling the July to December 2018 report, Queensland Treasury finalised the selection of up to five Aboriginal and Torres Strait Islander students for roles in Agency Performance, Economics and Fiscal Coordination, and Risk and Intelligence.

In order to develop and deliver these initiatives, Queensland Treasury partnered with DATSIP, external specialists and Aboriginal and Torres Strait Islander staff.

Key achievements

During 2018–2019, our department also achieved the following:

- worked in partnership with the Queensland Public Service Commission to develop and pilot the Aboriginal and Torres Strait Islander Career Pathways Program, which provides sector-wide career development opportunities for Aboriginal and Torres Strait Islander employees.
- led the development of a draft whole-of-government workforce strategy that provides practical approaches to increasing Aboriginal and Torres Strait Islander employee participation in the Queensland public sector—the workforce strategy is expected to be finalised in 2019–2020.
- worked with agencies and industry to improve the recruitment, retention and development of Aboriginal and Torres Strait Islander staff.

SUPPORT COMMUNITIES TO VALUE CULTURES AND HERITAGE

Queensland is unique in that it is home to the two distinct cultural groups—Aboriginal peoples and Torres Strait Islander peoples—whose enduring cultures deepen and enrich the life of our great state.

Recognition of Aboriginal peoples and Torres Strait Islander peoples is the cornerstone to a range of initiatives in DATSIP promoting reconciliation, the preservation of languages for both cultures, and ensuring Aboriginal peoples and Torres Strait Islander peoples have equal opportunity to engage in Queensland's vibrant culture.

Aboriginal and Torres Strait Islander cultural heritage protected

The department protects Queensland's Aboriginal and Torres Strait Islander cultural heritage through administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* (the Cultural Heritage Acts).

The Cultural Heritage Acts require land users to take all reasonable and practicable measures to ensure their activity does not harm cultural heritage. The department manages an award-winning cultural heritage database, which is accessible to land users through an online portal to ascertain whether any cultural heritage sites and places have been previously recorded on the database. This easier and more efficient search process enables land users to meet their duty of care obligations established by the Cultural Heritage Acts.

Key achievements

During 2018–2019, we:

- enabled 24,242 cultural heritage searches to be performed on the cultural heritage online portal
- registered two Cultural Heritage studies onto the Cultural Heritage Register
- successfully prosecuted two land users for non-compliant activities and commenced legal proceedings against a third land user
- conducted 12 online portal and mapping GIS training sessions to assist Traditional Owners to report and record cultural heritage sites and places
- recorded 2065 sites on the Aboriginal and Torres Strait Islander cultural heritage database
- approved and registered 30 cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts.

Key achievements

During 2018–2019, we:

- commenced the review with the release of a consultation paper on 23 May 2019 and invited public submissions to the review by 26 July 2019
- held public consultation sessions in Rockhampton, Mackay, Roma, Bundaberg, Cairns and Thursday Island in June 2019, and in Mount Isa, Townsville and Brisbane in July 2019.

Aboriginal and Torres Strait Islander languages preserved

Aboriginal and Torres Strait Islander languages are intrinsic to the unique cultural heritage of Queensland, and are important in maintaining Aboriginal peoples and Torres Strait Islander peoples' connection to culture, community and identity, and in building resilience.

The department and the Department of Education are working with the community to co-design a *Queensland Government Aboriginal and Torres Strait Islander Language Policy* (Language Policy).

In 2019, the United Nations International Year of Indigenous Languages also provided an opportunity to promote the need to preserve Aboriginal and Torres Strait Islander languages and to reaffirm Queensland as a state with a strong commitment to cultural values, diversity and heritage.

There were once more than 100 Aboriginal and Torres Strait Islander languages and dialects spoken in Queensland. Today, about 50 of these remain, with less than 20 used as a first language, and only seven per cent of Aboriginal and Torres Strait Islander people speaking an Australian Indigenous language at home.

The Queensland Government's inaugural Indigenous Languages Grants Program, co-funded by the Department of Aboriginal and Torres Strait Islander Partnerships and the Department of Education, was launched in May 2019. The program was established to support community-led initiatives across the state to preserve and revitalise Indigenous languages in Queensland.

Performance measure

Percentage of customers satisfied with services provided by the department through the Aboriginal and Torres Strait Islander cultural heritage online portal

Year	Target	Actual	Status
2016–2017	Baseline established	82%	✓
2017–2018	70%	85%	Δ
2018–2019	75%	85%	Δ

LEGEND: Δ Exceeded target; ✓ Target met; ☉ Working towards target

Review of the Cultural Heritage Acts

The department is undertaking a review of the Cultural Heritage Acts.

The Cultural Heritage Acts were last comprehensively reviewed in 2009. The review is an opportunity to ensure the appropriate balance between protecting and conserving cultural heritage, and facilitating business and development activity in Queensland.

The review will examine whether the legislation:

- is still operating as intended
- is achieving outcomes for Aboriginal peoples and Torres Strait Islander peoples and other stakeholders in Queensland
- is in line with the Queensland Government's broader objective to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples
- should be updated to reflect the current Native Title landscape
- is consistent with contemporary drafting standards.

Key achievements

During 2018–2019, we:

- provided \$89,000 to fund the Queensland Indigenous Languages Advisory Committee to organise community forums in Rockhampton and Roma; and to support the Bana Guyurru Queensland Aboriginal and Torres Strait Islander Languages Forum held in Cairns to inform the development of the Language Policy
- approved 31 grant applications for funding grants between \$2500 and \$15,000 including:
 - one state-wide initiative for \$15,000 awarded to the Wujal Wujal Aboriginal Shire Council to deliver the Indigenous Languages Preservation project. This project will create an application, aimed at the younger children of the community, to preserve and teach the Kuku Yalanji language
 - two significant initiatives for \$7500. One of these grants was awarded to the Burketown Primary Parent and Citizen Association to deliver the Gangalidda Indigenous Language Revival Program. This program will see the introduction of weekly Gangalidda language lessons from Prep to Year 6 at Burketown State School
 - 28 community initiatives for \$2500. Examples of grants awarded in this category include:
 - C&K Mackay Children and Family Centre to deliver the Embedding and Reviving the Yuwibara and Barada Barna Language project. This project aims to create opportunities for the Yuwibara and Barada Barna Traditional Owners to regularly visit the C&K Moranbah and Middlemount Community Kindergartens and the Mackay Children and Family Centre to develop the children's use of the Yuwibara and Barada Barna languages
 - Ananda Marga River School Parents and Friends Association where Elders from Jinibara Corporation will consult with The River School and Maleny State Primary to teach language and lore pertaining to local landmarks, plants and animals. The schools will produce and publish a map and digital sound files, marking a Jinibara Language Trail on the Blackall Range. The map will be made available to students, families and the broader community
 - Minjerribah-Moorgumpin Elders in Council Aboriginal Corporation to publish a new edition of the Jandai-Guwar language dictionary, which was first published in 2011. The second edition will include expanded vocabulary and grammar and be accompanied by a USB interactive searchable version for use on hand-held devices
 - Trustee for the Hymba Yumba Community to develop a language handbook to be promoted at school, home and within the wider community.



This year, the department proudly supported the Yarrabah Languages Project through the work of the Queensland Indigenous Languages Advisory Committee. Aunty Gwen attends this program every Tuesday afternoon at the Yarrabah Community Hub. She and 10 other Elders gather together to study the language that they were discouraged from speaking when they were younger.

Aunty Gwen's nephew, Nathan Schrieber, a Gurugulu Gunggandji man, is the program teacher. He drops by the hub in the afternoon, after his Gunggay language lessons at the local primary school. He and the Djunggal Elders are revitalising the local first language in a number of different ways, including exploring the sound system so that Gunggay words can be written to capture the appropriate sound. This is 'sensitive work' says Nathan, as he and the Elders seek to remember the oral tradition that informs the project. Nathan completed a Master of Indigenous Languages in Education with Sydney University and now lives in Cairns, where he travels each week to explore the Gunggay language with Aunty Gwen and the other Elders at the hub.

One of Aunty Gwen's favourite phrases is 'wanyi bama', which translates as 'What did you say?' She loves going to the program for lots of reasons, including reconnecting with her cultural heritage, sharing memories of younger days and laughing with the other Elders from the community.

It is through projects like the one in Yarrabah that Aunty Gwen and her mob get to define their identity, preserve their community history and hand on the customs and traditions to the next generations.

Local recognition of Torres Strait Islander traditional child-rearing practice

Shared child-rearing is a common and enduring Torres Strait Islander cultural practice. Generations of Torres Strait Islander children have been raised in supportive and loving extended family environments.

The Queensland Government is committed to introducing new laws to recognise Torres Strait Islanders families' continued use of Torres Strait Islander traditional child-rearing practice.

The Queensland Government has invested \$1 million over three years to support the progress of this historic initiative.

Key achievements

During 2018–2019, our department:

- engaged three Eminent Persons to provide legal, cultural and gender expertise during the complex and culturally sensitive consultations with Queensland's Torres Strait Islander community, including:
 - Ms Ivy Trevallion, who was the first Torres Strait Islander social worker, having graduated from The University of Queensland in 1986, and is the current Chair of the Kupai Omasker Working Party
 - Honourable Alastair Nicholson, former Chief Justice of the Family Court, who has extensive knowledge and experience of Torres Strait Islander traditional child-rearing practice, including leading the development of the Family Court's Kupai Omasker program in the 1990s, supporting government consultations in 2011–2012, and advising the Kupai Omasker Working Party since 1996
 - Mr Charles Passi, a member of the Aboriginal and Torres Strait Islander advisory to the Domestic and Family Violence Implementation Council, and former Chair of the National Aboriginal and Torres Strait Islander Healing Foundation (2013–2015)
- coordinated more than 30 consultation meetings (including community, small group and individual meetings) held in the Torres Strait and across Queensland in November and December 2018. This included: Thursday Island, Murray Island, Badu Island, Cairns, Bamaga, Townsville, Mackay, Goodna, Caboolture, Brisbane. Over 350 Queenslanders participated in these meetings.

Reconciliation Action Plan implemented

The department oversees the implementation of the *Queensland Government Reconciliation Action Plan 2018–2021*, and is responsible for coordinating its implementation through the Cultural Agency Leaders committee.

In addition to leading the implementation of the whole-of-government Reconciliation Action Plan, the department is also responsible for leading whole-of-government initiatives that promote reconciliation, including provision of funding for Reconciliation Queensland Inc, and the implementation of the Celebrating Reconciliation Small Grants Program. The first Reconciliation Action Plan Annual Report (for the period 2018–2019) will be considered by the Queensland Government in October 2019 and submitted to Reconciliation Australia in November 2019. The details of progress against the 18 actions and 69 targets contained in the Reconciliation Action Plan will be published on Reconciliation Australia's website and the department's website in late 2019.

Key achievements

During 2018–2019, we:

- worked in partnership with the Queensland Public Service Commission to develop and pilot the Aboriginal and Torres Strait Islander Career Pathways Program, which provides sector-wide career development opportunities for Aboriginal and Torres Strait Islander employees
- provided funding and partnered with Reconciliation Queensland Inc to promote and build reconciliation in Queensland through practical initiatives. This included:
 - facilitating community reconciliation meetings in Far North and North Queensland regions
 - facilitating Yarnin' Together community reconciliation meeting events in Yarrabah, Innisfail, Atherton, Cooktown and Cairns
 - commencing work on the training program for facilitators of Yarnin' Together reconciliation and learning circles
 - hosting a Reconciliation Action Plan evaluation workshop in February 2019 attended by Queensland Corrective Services, and the Departments of Child Safety, Youth and Women; Natural Resources, Mines and Energy; and Education to support the development and evaluation of whole-of-government reconciliation action plans.



FIRST NATIONS FAMILIES RECONCILIATION CULTURAL DAY

Promoting local connections to kin, community and culture.

With assistance from a Celebrating Reconciliation grant, Mercy Community Services in Toowoomba held a Family Cultural Day during National Reconciliation Week 2019.

The event was designed to promote local connections to kin, community and culture.

Participants enjoyed a wide variety of activities including a children's art exhibition, traditional games and yarning circles. Yarning topics included: Hidden-Histories – You can ask that, Language matters, Get a job – What it can mean for young people, and Women's Business – Supporting each other.

This was a free event specifically designed to benefit foster carers, and young people in out-of-home care.

NAIDOC Week celebrated

National Aborigines and Islanders Day Observance Committee (NAIDOC) Week is the most significant cultural celebration on the calendar for Aboriginal and Torres Strait Islander Queenslanders, and presents an opportunity to raise awareness and understanding of Aboriginal and Torres Strait Islander cultures and customs.

Since our department's establishment, we have continued to organise NAIDOC Week initiatives each year. In 2018, NAIDOC Week was held from 8 to 15 July and its theme—Because of her, we can!—celebrated the invaluable contributions that Aboriginal and Torres Strait Islander women have made, and continue to make, to our communities, families, our rich history and our nation.

Key achievements

During 2018–2019, our department:

- supported 41 NAIDOC Week community events across Queensland through funding and in-kind support to raise awareness and understanding of Aboriginal and Torres Strait Islander cultures
- provided sponsorship for Musgrave Park Family Fun Day, attracting people from across Queensland
- partnered with Cairns NAIDOC Committee to co-host the Cairns NAIDOC Corporate Breakfast, attracting the support of businesses and the wider community to provide opportunities to maximise employment and procurement for Aboriginal and Torres Strait Islander Queenslanders.

Celebrating Reconciliation Small Grants Program delivered

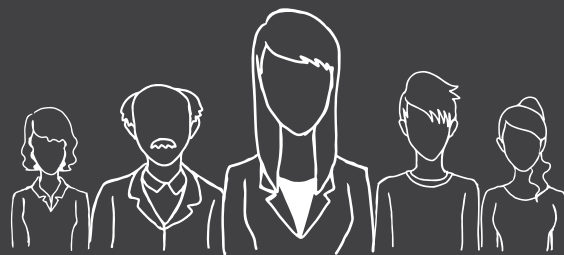
The Celebrating Reconciliation Small Grants Program encourages all Queenslanders to participate in National Reconciliation Week and commemorate two significant milestones in our national history—the successful 1967 Referendum and the 1992 High Court Mabo decision.

Key achievements

- In 2019, the department funded 31 reconciliation events across Queensland, which were held to celebrate National Reconciliation Week. Details of successful grantees and funded events can be found at www.datsip.qld.gov.au.

04

OUR ENABLERS



The department has
308.64
Full Time Employees

36%

of our workforce identify as Aboriginal and/or Torres Strait Islander

2.9%

of our workforce are staff with disability

71%

of our workforce are women, with 33.3% of Senior Officer and Senior Executive Service positions held by women

8.6%

of our workforce are from a non-English speaking background.

KNOW OUR COMMUNITIES AND BUILD AND STRENGTHEN PARTNERSHIPS

Our engagement and partnerships

Throughout the past year, the department worked in partnership with other government agencies, industry stakeholders and community representatives to improve the economic and community participation outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2018–2019, our department continued to build and maintain strong relationships with Aboriginal and Torres Strait Islander communities. This included:

- reframing the relationship between government and Aboriginal and Torres Strait Islander Queenslanders, including continuing to implement outstanding actions from the Queensland Government’s response to the Reparations Taskforce Recommendations Report
- an internal review of the Ministerial and Government Champions program to ensure it continues to meet its objectives and that chief executives and ministers are supported in advocating for their communities
- working with the Queensland Government Statistician’s Office and relevant agencies, through their respective data custodians, to deliver the Queensland Closing the Gap Report Card 2018
- working with the Queensland Government Statistician’s Office to maintain and update community profile data to ensure we have a comprehensive knowledge of the Aboriginal and Torres Strait Islander communities that we work with
- building respectful relationships and cultural understanding to promote and advance reconciliation
- continuing to build effective and sustainable partnerships with community representatives, industry groups, government agencies and other key stakeholders to influence and drive positive outcomes for Aboriginal and Torres Strait Islander communities
- establishing networks and communication mechanisms to promote knowledge sharing with government agencies, industry and the broader community.

CREATE A CAPABLE, AGILE AND INNOVATIVE ORGANISATION AND STRENGTHEN GOVERNANCE

During the past year, our department continued its commitment to create a capable, agile and innovative organisation to meet the department’s current and future business needs. The department also focused its efforts on:

- its people
- strategic workforce planning and performance
- strengthening its corporate governance arrangements
- delivering strong financial performance.

Our people

During the year, our department created and committed to SOLID values in order to build a culture of a positive, supportive, inclusive and trustful organisation. Our SOLID values are:

- **Strengths based**—we honour and embrace the humanity of our colleagues, clients and communities, and acknowledge and embrace their capacity to be exceptional. We are committed to doing things with people, in partnerships and high expectation relationships.
- **Open**—we consistently display integrity and workplace behaviours of a high ethical standard that are inclusive, transparent and honest. We readily accept and embrace the demands of the position we hold, and are committed to working collaboratively with others in their role.
- **Loyal**—we are committed to supporting and respectfully challenging our colleagues in a highly professional manner, so they can be exceptional in their role. We embrace the support and respectful feedback from our colleagues as an opportunity to learn and grow in our role.
- **Innovative**—we are committed to exploring and understanding thoughts, beliefs and ideas that are different to our own. We make time to think explicitly about doing things differently, more effectively and efficiently.
- **Dedicated**—we aim to execute our roles with passion, above and beyond expectations. We actively enable ourselves, our colleagues, and the Aboriginal and Torres Strait Islander communities we serve, to move beyond surviving to thriving.

Key achievements

In 2018–2019, the department implemented the following initiatives to embed these SOLID values in everyday practice:

- SOLID senior leaders and team workshops
- monthly SOLID Updates from the Director-General to all staff via video link on the department's intranet site
- unpacking the SOLID values via the department's Yammer social networking service
- recognition of staff with SOLID values through the department's reward and recognition program.

Our strategic workforce planning and performance

The department is strongly committed to a workforce that delivers excellence in public service and has, over the last four years, continued to implement workforce strategies within the *Strategic Workforce Plan: 2016–2021* to provide for a capable, agile and innovative workforce, which is able to deliver the Queensland Government's agenda and meet the department's future business needs.

The aim of the plan is to ensure alignment between workforce skills, resources and core business priorities. The plan is implemented at all levels of the department through operational plans and quarterly reporting. The plan is based on five key priorities:

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

Committed to delivering improved outcomes for Aboriginal and Torres Strait Islander Queenslanders, we recognise the opportunities that change provides us with and continue to seek and implement innovative approaches to leadership by identifying new and creative ways of working.

Strengthening staff capability, leadership and performance

Our employees are our greatest asset and strength, and they are a key component in our ability to support Aboriginal and Torres Strait Islander Queenslanders, the government and our Minister.

Workforce profile

As at 30 June 2019, the department had 308.64 full-time equivalent (FTE) employees. Of these FTEs, 77.2 per cent were permanent staff, 19.9 per cent temporary staff, 2.7 per cent contract staff and 0.3 per cent casual staff.

¹The department's annual separation rate was 1.62 per cent as at 31 March 2019.

No redundancy, early retirement or retrenchment packages were paid during the period.

Employee induction and training

All new employees undertake an induction process, which is designed to:

- ensure a smooth transition into the department and work environment
- provide information on employment conditions and entitlements
- help new starters to understand the responsibilities and behaviours expected of them by the Queensland Government and the department
- provide an understanding of the function and operations of the department, as well as the business group or work unit.

All employees, including new employees, are required to undertake a number of online courses through the department's learning site to ensure they have the necessary skills and knowledge to deliver efficient services.

During 2018–2019, the following mandatory training modules were offered to employees:

- Building Emergency Procedures
- Conflict of Interest and Other Employment
- Ethical Decision-making and Code of Conduct
- Fraud and Corruption Controls
- Interactive Ochre
- Information Privacy
- Information Security
- Internal Controls and Financial Responsibility
- Introduction to Records Management
- Recognise, Respond, Refer – Domestic Violence in the Workplace
- Risk Management.

¹ Separation data at 30 June 2019 was not available at the time of publishing this report.

Learning and development opportunities

During 2018–2019, the department focused on learning and development to further develop staff capability in key priority areas. The department provided staff with a wide range of learning and development opportunities, including opportunities to undertake secondments in the broader public sector, higher duties within the department, and coaching and mentoring opportunities.

Throughout the year, departmental staff also participated in a wide range of training courses, workshops and conferences aimed at supporting a positive workplace culture, including:

- Addressing Workplace Bullying and Harassment
- Brief Writing
- Building Resilience
- Cultural Capability
- Developing Resilient Leadership
- Disability Awareness
- Leading through Change
- Mental Health and Wellbeing at Work
- Mentally Healthy Workplaces for Supervisors
- Positive Parenting
- SOLID Senior Leaders and Team workshops
- Unconscious Bias
- Workplace Prevention of Domestic and Family Violence.

Leadership and management capability

The department's commitment to develop staff capability to meet current and future business needs was achieved by supporting employees to undertake a range of leadership and management courses and training opportunities.

During 2018–2019, we supported staff to undertake the following leadership and management courses and training opportunities:

- Performance Conversations and Performance Management
- Public Interest Disclosure Assessment and Management
- Stepping Up Front Line Managers
- Workplace Investigations.

Performance management

Our department's ongoing approach to performance management is based on a continuous cycle of setting performance criteria, monitoring and assessment, feedback, achievement planning, and learning and development activities.

Achievement and Capability Plans were used to provide an opportunity for supervisors and their staff to discuss performance expectations, how their role links to the department's goals, and the immediate and future career goals for the employee. They also provided a prompt for regular, structured discussions about performance expectations.

During the year, we undertook a review of the Achievement and Capability Plan template and trialled it in a number of business units across the department. The aim of the review was to shift the focus from compliance to a more meaningful conversation between employee and manager.

During 2018–2019, 79 per cent of staff undertook an achievement planning process in consultation with their supervisors.

Harnessing the benefits and power of workforce diversity

The department values workforce diversity, and consistently works towards achieving the Queensland Public Service benchmarks for diversity while ensuring competency and skills are properly matched with job roles.

As at 30 June 2019, 36 per cent of departmental staff identified as Aboriginal and/or Torres Strait Islander, a further 8.6 per cent identified as coming from a culturally diverse background, and 2.9 per cent identified as having a disability. Women made up 71 per cent of the department's workforce and held 33.3 per cent of Senior Officer and Senior Executive Service positions.

During 2018–2019, the department worked closely with the Employer Engagement team at JobAccess, which works to increase employment opportunities for people living with disability by supporting employers to realise their disability employment goals and objectives.

On 1 July 2018, the department entered into a partnership agreement with JobAccess to undertake an initial assessment and deliver disability awareness sessions.

The department implemented the following strategies and actions to ensure a workplace that supports staff with disability:

- a review of website content and documents for accessibility
- a review of the recruitment and selection process, and inclusion of a disability statement in role profiles
- training in unconscious bias for departmental employees
- implementation of actions identified by JobAccess in its initial assessment
- implementation of disability awareness training.

Attraction and retention strategies

The department is focused on attracting, retaining and building a high-performing workforce that is inclusive and diverse.

During 2018–2019, the department continued to welcome and engage new employees through the department's induction program, which provides an introduction to the department's role and responsibilities. We also continued to implement the department's Cultural Capability Framework, and provided staff with flexible working arrangements to help them achieve a better balance between work, family and life.

Creating a culture of excellence and innovation

Our department has a strong desire to create a culture of innovation and excellence to deliver more flexible, effective and efficient services. We do this by:

- consistently encouraging innovation in our work, whether it is a day-to-day task or a major project
- utilising the skills and expertise of our workforce, and that of the broader public service where appropriate
- encouraging the use of research and an evidence base in decision-making
- increasing the learning, development and training opportunities for staff.

Reinvigorating how we engage with, support and reward our staff

In 2018–2019, the department recognised the valued contributions of our staff through the reward and recognition program in relation to the department's SOLID values.

The program acknowledges staff who go above and beyond their role to deliver programs and services to Aboriginal and Torres Strait Islander Queenslanders. The program enables staff to nominate a staff member or team for a Shout-out via the monthly Human Resources Update, or a Staff Excellence Award.

Staff were recognised for their work across six award categories of:

- Strengths based
- Open
- Loyal
- Innovative
- Dedicated
- Director-General's SOLID Achievement Award.

Ensuring our staff remain healthy, safe and well

The department is committed to providing and maintaining a safe, healthy and supportive work environment at all times. The objectives of our *Health, Safety and Wellbeing Policy* and related procedures and guidance are to:

- establish and maintain a workplace that is free from risks to the health, safety and wellbeing of individuals
- maintain a workplace in which employees strive for optimum levels of wellbeing
- detail the agreed employer or employee responsibilities, including responsibilities for reporting workplace hazards and incidents.

During 2018–2019, a number of measures were put in place to improve workplace health, safety and wellbeing across the department, which included:

- establishing the People, Safety and Culture Committee, chaired by the Deputy Director-General, Policy and Corporate Services
- providing ongoing employee support through the department's Employee Assistance Program, including Manager Assist and on-site employee support, delivered by Benestar
- producing weekly Feel Good Friday emails to promote a positive workplace culture and monthly HR Update emails to ensure staff are kept informed about human resource matters
- issuing Hazard Alert notifications to staff when incidents relating to workplace health and safety concerns are reported
- introducing HabitAtWork, an online educational tool promoting self-help and problem-solving for the prevention and management of discomfort, pain and injury
- offering free flu vaccinations to all departmental employees
- delivering the My Health for Life Program
- undertaking White Ribbon Re-accreditation and the associated training and development in order to better support staff impacted by domestic and family violence.



SOLID STAFF RECOGNISED

“ This award reinforces my belief that I have opportunities every day to make a positive impact in someone’s life. ”

Matt Fernyhough, Dedicated Award winner 2018.

Matt Fernyhough from the Logan office, South East Queensland (South) Region, was awarded the 2018 Dedicated Award.

Matt is known for his positive, ‘can-do’ attitude, and was recognised for his dedication to projects that both empower and support Aboriginal and Torres Strait Islander communities on the Gold Coast.

Often assisting others in difficult circumstances, Matt helped more than 40 clients find employment in the period July–December 2018.

Matt is particularly proud of his work on employment and training (Youth Employment Program), community and industry engagement, cross-government liaison, and health and homelessness during the Commonwealth Games. It was a two-year project, and he enjoyed bringing his experience from a wide variety of past roles to solve some complex challenges.

Matt created partnerships with employers, all levels of government, Aboriginal and Torres Strait Islander communities, and community-based organisations such as Krurungal and the Yallaburru Kalwun Health Service.

His colleagues recognise his unwavering commitment to outstanding service, whether it’s helping a team mate or a member of the community. We are proud to have him as part of the DATSIP team.

Our corporate governance arrangements

Corporate planning and performance

The department's Planning and Performance Management Framework is a single overarching framework that identifies the key elements for driving policy, program and service delivery improvements that create value for Aboriginal and Torres Strait Islander Queenslanders and our stakeholders. These elements include planning, measuring performance, and internal and external reporting.

² The framework responds to the requirements of the *Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2009* and the *Public Sector Ethics Act 1994*.

Key achievements

During 2018–2019, the department identified new opportunities to drive performance improvements through the implementation of the DATSIP Planning and Performance Management Framework. This included:

- strengthening the department's performance reporting on service standards in the Service Delivery Statement through revised service standards and data dictionaries
- developing new internal corporate reporting templates and processes to streamline performance reporting and facilitate staff engagement
- utilising information technologies to improve staff collaboration and engagement in strategic and operational planning.

Strategic and operational planning

The department's *Strategic Plan 2018–2022* sets the four-year strategic direction for the department to achieve improved economic and community outcomes for Aboriginal peoples and Torres Strait Islander peoples and to deliver on the Queensland Government's priorities for the community.

The department's plan was developed in accordance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*.

Commitments in the plan were reflected in the department's operational plan and risk register.

By 30 June 2019, the department had developed the Strategic Plan 2019–2023, which will guide the work of the department over the next four years. The approach to developing the department's new strategic plan included comprehensive staff engagement and collaboration. All staff were invited by a video link from the Director-General to participate in creating a new vision and purpose for the department. Staff were asked to consider what they do, what the broader government and stakeholder community

thinks the department does, and what they think the department should work towards in the future. The thoughts and ideas of staff were collated and analysed, and are reflected in the new vision and purpose for the department detailed in the *Strategic Plan 2019–2023*. This strategic plan is available on the department's website at www.datsip.qld.gov.au

DATSIP's Cultural Capability Action Plan 2018–2021

Our *Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2018–2021: Embedding Aboriginal and Torres Strait Islander cultural capability in our business* sets out the pathway and action for how we are implementing the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework.

The department's Cultural Capability Action Plan 2018–2021 is a statement of integration and transformation of cultural capability and knowledge into our work practices.

As at 30 June 2019, 91 per cent of actions within the department's Cultural Capability Action Plan were completed or on track for completion within agreed timeframes, and nine per cent were partially completed or not yet commenced.

Key achievements

During 2018–2019, our achievements included:

- embedding the implementation of the Cultural Capability Action Plan into the department's strategic and operational plans
- creating a culturally respectful and welcoming workplace by ensuring that new staff completed the online Aboriginal and Torres Strait Islander Cultural Awareness training program—Interactive Ochre via iLearn—as part of their induction process
- ensuring that Aboriginal and Torres Strait Islander perspectives are considered in the development of departmental policies, processes, practices, procedures and systems
- recognising and acknowledging Traditional Owners and Elders at the beginning of significant meetings and events
- recognising, commemorating, supporting and delivering significant Aboriginal and Torres Strait Islander events
- promoting Aboriginal and Torres Strait Islander languages and facilitating opportunities for staff and community engagement in cultural initiatives.

Further information regarding the department's role in leading the implementation of the Cultural Capability Framework across Queensland Government can be found at page 35.

² The *Financial and Performance Management Standard 2009* was replaced by the *Financial and Performance Management Standard 2019*, on 1 September 2019

Risk management

The department's risk management framework provides the foundation and organisational arrangements for managing risk within the department in accordance with the *Financial Accountability Act 2009* and Queensland Treasury's whole-of-government risk management guidelines. The framework ensures that risk treatment strategies for events that might impact on the delivery of the department's strategic objectives are embedded into the department's culture and practices.

During 2018–2019, the department conducted a review of its risk management recording and reporting processes. This review resulted in improved risk reporting templates and enhanced staff engagement in risk reporting.

Information systems and recordkeeping

The department's information and communication technology (ICT) enabled business initiatives are provided by the Department of Child Safety, Youth and Women as part of an overarching memorandum of understanding for the provision of corporate services.

The department meets the accountability requirements of the *Public Records Act 2002* and complies with the General Retention and Disposal Schedule for Administrative Records to maintain accurate records for accountability and business continuity.

Internal audit

The internal audit function for the department is sourced directly from Internal Audit and Compliance Services within the Department of Communities, Disability Services and Seniors. This arrangement enables the department to leverage its limited resourcing for internal audit and gain the benefits of access to a full internal audit team with significant experience in the department's business.

Internal Audit and Compliance Services provides an independent and objective assurance and consulting service designed to add value and improve the operations of the department. It undertakes strategic and annual planning based on a risk assessment of the department's current business activities in accordance with the *Financial and Performance Management Standard 2009*.

The *Annual Audit Plan 2018–2019* was developed to focus on the higher risk business units and projects where internal audit and assurance activities will provide the most value.

External scrutiny

The Auditor-General, supported by the Queensland Audit Office (QAO) and in accordance with the *Auditor-General Act 2009*, conducts financial and performance audits of the department.

During 2018–2019, the QAO continued with its review program and progressively released its performance reports.

Public sector ethics

The Code of Conduct for the Queensland Public Service (the Code of Conduct) is based on the ethics, principles and associated set of values prescribed by the *Public Sector Ethics Act 1994*. It also contains standards of conduct for each of the ethical 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 staff, including volunteers, students, contractors, consultants and anyone working in any other capacity for the department. Adherence to the Code of Conduct is a significant way in which the department demonstrates ethical leadership in how it performs its role.

During 2018–2019, departmental staff were able to access the Code of Conduct and a range of supporting resources through the department's intranet site. New staff also completed the online Code of Conduct training via iLearn as part of their induction process.

05

OUR FUTURE PRIORITIES

Our department's new *Strategic Plan 2019-2023* sets out our renewed vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically. It also defines our clear and transformational purpose of leading change through enhanced relationships and improved decision-making across government to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

Our department's contribution to achieving the government's objectives for the community, *Our Future State: Advancing Queensland's Priorities*, as outlined in our new strategic plan, is through:

- Creating jobs for a strong economy by supporting economic development and generating new employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders
- Keeping communities safe and Giving all our children a great start by:
 - working with communities and our strategic partners to close the gap in health, education, employment and housing outcomes, and to reduce the over-representation in the child protection system
 - connecting Aboriginal and Torres Strait Islander Queenslanders to their community and family histories
- Being a responsive government by increasing self-determination and decision-making through co-design, and by supporting strategies to improve the cultural capability of the Queensland public sector.

We will deliver on our vision and contribute to the government's objectives for the community by concentrating our efforts on our strategic objectives. These are:

- influence positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders
- support safe, caring and connected communities that value culture and heritage
- design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders
- strengthen capability, innovation and governance.

Our focus will be on influencing across government to make sure Aboriginal and Torres Strait Islander Queenslanders are at the forefront of negotiations and decision-making, and in leading changes that will see communities thrive.

In 2019–2020, our department will:

- commence work on Tracks to Treaty, to reframe the relationship between Aboriginal and Torres Strait Islander communities and government for a shared future. Tracks to Treaty includes two initiatives, Path to Treaty and Local Thriving Communities, and marks the next steps that the Queensland Government and community will take to reconcile past injustices and continue the shared journey towards reconciliation
- commence conversations on a Path to Treaty with Aboriginal and Torres Strait Islander Queenslanders and the broader community
- lead the development of an Aboriginal and Torres Strait Islander youth mental health and wellbeing program, as part of the Shifting Minds Suicide Prevention Flagship program

- lead Local Thriving Communities service delivery reform through the Queensland Government's response to the Queensland Productivity Commission's report on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities
- lead the implementation of the *Moving Ahead* strategy and the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy* to increase participation in employment and business, and support economic development opportunities for Aboriginal and Torres Strait Islander Queenslanders
- finalise the review of Queensland's cultural heritage legislation to ensure it continues to meet its objectives
- work with Torres Strait Islander stakeholders and partner agencies to develop new laws that recognise Torres Strait Islander traditional child-rearing practice
- lead enhanced government coordination through the Ministerial and Government Champions program, quarterly and annual reporting, and implementation of the recommendations from the review of the program to ensure its effectiveness
- continue to work closely with local leaders, strategic partners, industry and communities to improve, monitor and review existing economic and community participation outcomes, and to refresh the Closing the Gap targets and develop a Queensland Implementation Plan, to improve life opportunities for Aboriginal and Torres Strait Islander Queenslanders.

We will measure our success through the following targets:

- 600 job placements for Aboriginal and Torres Strait Islander jobseekers facilitated by the department
- 70 per cent of Aboriginal people and Torres Strait Islander people successfully employed three months after placement by the Youth Employment Program, and 50 per cent employed six months after placement
- 30 houses made available for ownership by Aboriginal people and Torres Strait Islander people in targeted communities through Queensland Government investment
- 450 Aboriginal and Torres Strait Islander businesses securing government procurement to the value of \$350 million
- 75 per cent of customers satisfied with cultural heritage services provided by the department.

At the core of all that we do is our commitment to SOLID—strengths based, open, loyal, innovative and dedicated—to ensure that we: build a culture of a positive, supportive, inclusive and trustful organisation; and lead alongside individuals, communities and strategic partners to enable all Aboriginal and Torres Strait Islander Queenslanders to thrive culturally, socially and economically.

For more information on our strategic plan and future priorities, please visit: www.datsip.qld.gov.au

06

OUR FINANCIAL PERFORMANCE

Statement by Chief Finance Officer

In accordance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, the Chief Finance Officer has provided the Director-General with a Statement of Assurance confirming that the financial internal controls of the department are operating efficiently, effectively and economically, and there were no deficiencies or breakdowns in internal controls that would impact adversely on the department's financial governance or financial statements for the year. The statement was presented at the Audit and Risk Committee meeting in August 2019.

Tim Hodda
Chief Finance Officer

Summary of financial performance

This section provides an overview of the financial statements of the department for the 2018–2019 financial year, which are provided in detail at the Financial Statements section of this report.

What we achieved

In 2018–2019, we continued to manage our finances effectively, efficiently and economically to enable the delivery of economic participation and community participation services and to meet our legislative obligations.

Our performance

The department recorded an operating deficit of \$2.43 million in 2018–2019, reflecting expenditure on a range of land and infrastructure programs that were either wholly or partly funded by the Commonwealth or other state government departments, principally Department of Housing and Public Works (DHPW), for which the department received the cash funding in previous financial years. Those infrastructure initiatives remain fully funded.

Table 2: Summary of financial results of controlled operations

	Financial year 2019	Financial year 2018
	\$'000	\$'000
Income	78,880	85,036
Expenses	81,310	89,359
Operating surplus (deficit)	(2,430)	(4,323)
Assets	40,697	34,316
Liabilities	10,421	9,992
Net assets	30,276	24,324

Income received

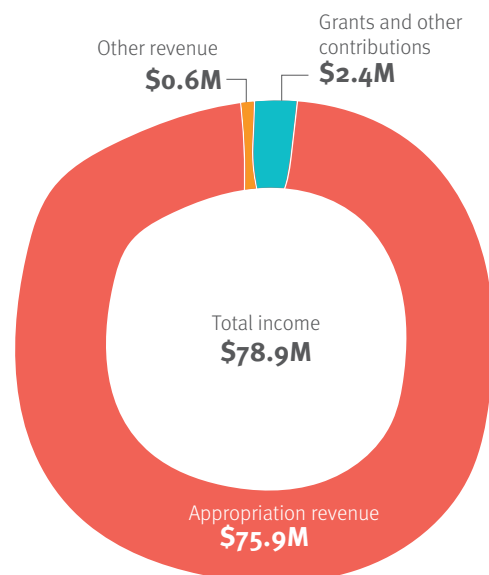
The department received income primarily through appropriation revenue and grant funding.

Income for 2018–2019 was \$78.9 million and this included:

- \$75.9 million in appropriation revenue from the Queensland Government
- \$2.4 million in grants and other contributions, including \$0.95 million from the DHPW to fund land and infrastructure development programs
- \$0.6 million in other revenue.

Figure 4 shows revenue across items for 2018–2019.

Figure 4: Revenue by type



Expenses incurred

During 2018–2019, our department delivered its services through:

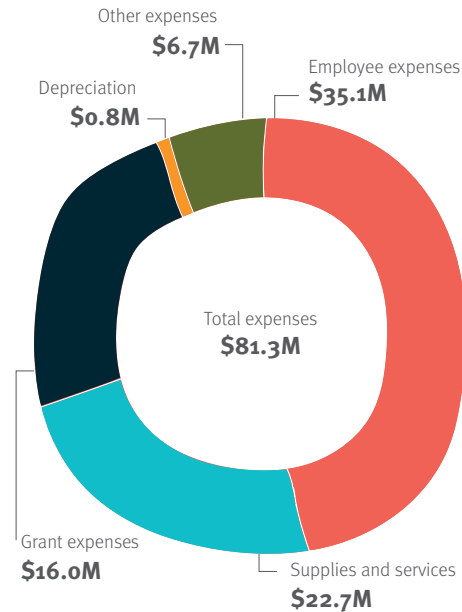
- departmental staff
- the provision of grants and contributions to local governments, and operational grants to non-government organisations and community groups
- the engagement of technical experts in the areas of land and infrastructure planning and land tenure negotiation.

Total expenses for 2018–2019 were \$81.3 million and included:

- \$35.1 million on employee expenses
- \$22.7 million on supplies and services, including the engagement of technical experts to support land and infrastructure development, land tenure programs, and service procurement
- \$16.0 million on grants expenditure, including capital grant infrastructure development works in discrete Aboriginal and Torres Strait Islander communities
- \$0.8 million on depreciation and amortisation expenses
- \$6.7 million on other expenses, which included appropriation funds payable of \$6.3 million.

Figure 5 (right) shows the expenses across items for 2018–2019.

Figure 5: Operating expenditure by type

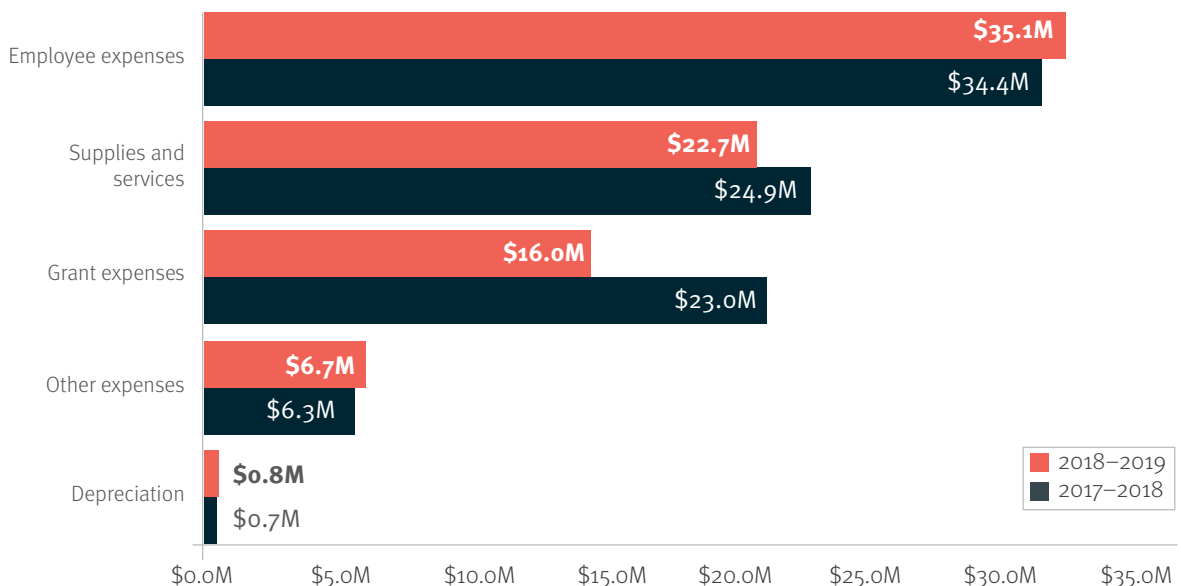


Expenditure comparison to last year

Expenditure for our department in 2018–2019 was \$8 million less than 2017–2018. This reduction is principally due to lower grant payments made in 2018–2019 in relation to the Reparations Scheme (2018–2019 \$0.77 million; 2017–2018 \$9.5 million) as the scheme wound down, offset partially by planned increased payments made to the Queensland Aboriginal and Torres Strait Islander Foundation for scholarship funds (2018–2019 \$2.3 million; 2017–2018 \$0.45 million). Other grants programs, including land and infrastructure, Cape York land tenure resolution and economic participation, in total remained steady across the financial years (2018–2019 \$12.9 million; 2017–2018 \$12.9 million).

Figure 6 (below) compares the department’s expenditure in 2018–2019 with 2017–2018.

Figure 6: Expenditure comparison



Positive financial position in 2018–2019

Our department has a strong balance sheet at the end of the 2018–2019 financial year. Total equity was \$30.3 million, an increase of \$5.9 million from 2017–2018.

Assets held

Total assets held by the department at 30 June 2019 were \$40.7 million, which included:

- \$21.2 million in cash assets
- \$18.0 million in property, plant and equipment, and software
- \$1.5 million in receivables and other current assets.

The increase in non-current assets principally reflects the transfer of the Lockhart River Multi-tenancy Service Centre during the year from the Department of Communities, Disability Services and Seniors (\$2.1 million net asset value). The increase in cash principally reflects \$6 million allocated for the acquisition of land under the Cape York Peninsula Land Tenure Resolution Program. That program is transferring to the Department of Environment and Science from 1 July 2019, and the cash will be transferred in 2019–2020 accordingly.

Figure 7 (below) provides a summary of the department's assets in 2017–2018 and 2018–2019.

Figure 7: Assets



Liabilities and equity

At 30 June 2019, our department had liabilities of \$10.4 million, including payables of \$8.8 million and accrued employee benefits of \$1.6 million. Equity totals \$30.3 million.

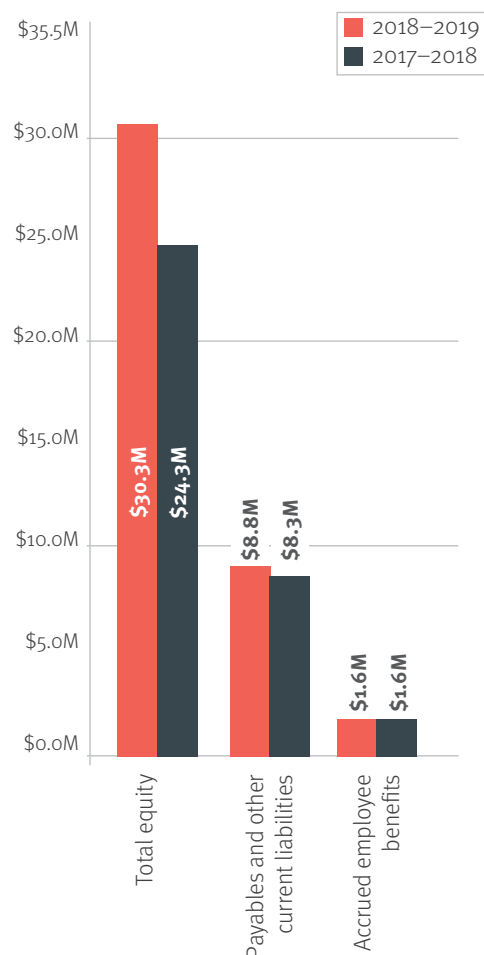
Figure 8 (below) details the department's liabilities and equity in 2017–2018 and 2018–2019.

Administered items

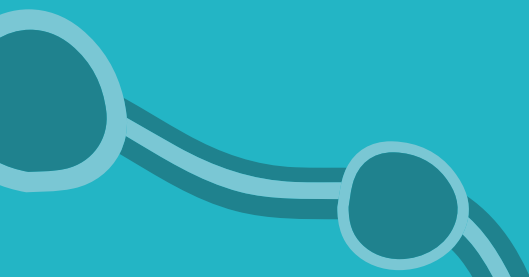
Our department administered the payment of \$3.3 million to the Family Responsibilities Commission for Welfare Reform activities in the 12 months to 30 June 2019. This amount included \$0.9 million funded by the Commonwealth Government.

In addition, the department administered the payment of \$7.8 million to the Western Cape Communities Trust under the Western Cape Communities Co-Existence Agreement.

Figure 8: Liabilities and equity



07 | APPENDICES



Glossary

Term	Description
Aboriginal and Torres Strait Islander Cultural Capability Framework	<p>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 peoples and Torres Strait Islander peoples. It is demonstrated through knowledge, skills and behaviours.</p> <p>The Aboriginal and Torres Strait Islander Cultural Capability Framework is underpinned by five principles: valuing culture; leadership and accountability; building cultural capability to improve economic participation; Aboriginal and Torres Strait Islander engagement and stronger partnerships; and culturally responsive systems and services.</p> <p>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 underpins the way we do business so we can ensure all Aboriginal and Torres Strait Islander Queenslanders share equally in the future of our great state.</p>
Alcohol Management Plans (AMPs)	AMPs are in place in 19 discrete Aboriginal and Torres Strait Islander communities across Queensland, and are designed to reduce alcohol misuse and harm and improve community wellbeing. AMPs are tailored to each community, but all contain strategies to reduce the supply of, and demand for, alcohol.
Cape York Peninsula Tenure Resolution Program	<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 cultural heritage by transferring state-owned 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 capability and economic activities.</p>
Closing the Gap	A commitment by all Australian governments to work towards a better future for Aboriginal peoples and Torres Strait Islander peoples. It aims to increase Aboriginal and Torres Strait Islander economic outcomes and community wellbeing.
Co-design	Co-design is an approach to design that attempts to actively involve all stakeholders in the design process to help ensure the result meets their needs and is usable.
Co-led	Co-led refers to leading together—taking a joint lead—one of a group of equals who jointly take lead roles.
Cultural heritage	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 historical significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.
Discrete communities	This term refers to the following 19 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal and Yarrabah.
Family Responsibilities Commission (FRC)	The FRC is a statutory body, established under the Family Responsibilities Commission Act 2008 to support the establishment of local Aboriginal and Torres Strait Islander authority and the restoration of social norms in the Welfare Reform communities of Coen, Hope Vale, Mossman Gorge, Aurukun and Doomadgee.
Full-time equivalent (FTE)	Full-time equivalent is calculated by the number of hours worked in a period divided by the award full-time hours prescribed by the award/industrial instrument for the person’s position. For example, a person working 20 hours per week in a position prescribed as 40 hours has an FTE of 0.5. An organisation’s FTE is the sum of all FTEs. Minimum Obligatory Human Resources Information (MOHRI) business requirements mean that this period is the last full fortnight of a quarter.

Term	Description
National Aborigines and Islanders Day Observance Committee (NAIDOC) Week	NAIDOC Week is recognised nationwide in the first full week of July. It is a time to celebrate Aboriginal and Torres Strait Islander cultures, and an opportunity to recognise the contributions that Aboriginal and Torres Strait Islander peoples make to our country and our society.
National partnership agreements	Native Title is the recognition by Australian law that some Aboriginal peoples and Torres Strait Islander peoples have rights and interests to their land that derive from traditional laws and customs.
Native Title	Planning schemes provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community's land.
Planning schemes	Planning schemes provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community's land.
Remote and discrete Aboriginal and Torres Strait Islander communities	<p>This term refers to the following 34 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal, Yarrabah, and the Torres Strait islands of Badu, Boigu, Dauan, Erub (Darnley), Hammond, Iama (Yam), Kubin (Moa), Mabuiag, Mer (Murray), Poruma (Coconut), Saibai, St Pauls (Moa), Ugar (Stephens), Warraber and Yorke.</p> <p>In some instances, this also includes the communities of Laura, Mossman Gorge and Coen.</p>
Remote Indigenous Land and Infrastructure Program Office (RILIPO)	Established in July 2009, the RILIPO 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.
Reparations Scheme	The Reparations Scheme addressed the issue of Aboriginal and Torres Strait Islander Queenslanders whose wages and savings were controlled by previous governments, and includes establishing a special taskforce to develop the eligibility criteria. The scheme was closed on 28 September 2018.
Separation rate	Separation rate is calculated by dividing the number of permanent employees who separated during a period of time by the number of permanent employees in the organisation.
Targeted communities	<p>The term 'targeted communities' is used throughout the report in relation to the Service Delivery Statement performance measure—number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.</p> <p>These communities include: Aurukun, Cherbourg, Woorabinda, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (5 communities), Palm Island, Pormpuraaw, Yarrabah, Wujal Wujal, Torres Strait islands (15 islands), Coen and Mossman Gorge.</p>
Welfare Reform	<p>Welfare Reform is a partnership between the Queensland Government, the Australian Government, the Cape York Institute and the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.</p> <p>The department has a key role in leading Queensland's Welfare Reform program to support families and individuals to improve their lives by rebuilding social norms and re-establishing local authority for Aboriginal peoples and Torres Strait Islander peoples living in Welfare Reform communities.</p>

Appendix 1 – Our legislation

The functions and powers of the Department of Aboriginal and Torres Strait Islander Partnerships are derived from administering the following Acts of Parliament, in accordance with Administrative Arrangements Order (No.2) 2018.

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 (Part 4, sections 18–25) and to the extent jointly administered with the Attorney-General and Minister for Justice (sections 4, 8, 64–67, 70 and 71))</p>	<p>This Act regulates 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, and alcohol possession and consumption in community areas.</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>This Act provides for the grant, and the claim and grant, of land as Aboriginal land, and for other purposes.</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>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>Aboriginal Cultural Heritage Act 2003</i></p>	<p>The main purpose 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 purpose of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.</p>
<p><i>Family Responsibilities Commission Act 2008</i></p>	<p>The objectives of this Act are to:</p> <ul style="list-style-type: none"> • support the restoration of socially responsible standards of behaviour and local authority in Welfare Reform community areas • 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. <p>The objectives are achieved primarily through the operation of the Family Responsibilities Commission.</p>

Appendix 2 – DATSIP boards and committees

DATSIP BOARD	
Purpose	<p>The purpose of the DATSIP Board is to: provide strategic direction to the department; strategically manage the department's human resources, finances, information management, performance and risk; strategically respond to critical and emerging issues that impact on the department and its functions; and oversee the department's strategic programs and projects.</p> <p>The DATSIP Board supports the Director-General, as the accountable officer, in discharging his legislative responsibilities.</p>
Membership	<p>Director-General, DATSIP (Chair)</p> <p>Deputy Director-General, Culture and Economic Participation, DATSIP (Member)</p> <p>Deputy Director-General, Policy and Corporate Services, DATSIP (Member)</p> <p>Director, Office of the Director-General, DATSIP (Invitee)</p> <p>Chief Finance Officer, Financial Services, DATSIP (Invitee)</p>
Meeting frequency	The DATSIP Board meets on a quarterly basis.

EXECUTIVE LEADERSHIP TEAM	
Purpose	The Executive Leadership Team is responsible for strategically managing the critical and emerging issues impacting on the department and its functions.
Membership	<p>Director-General, DATSIP (Chair)</p> <p>Deputy Director-General, Culture and Economic Participation, DATSIP (Member)</p> <p>Deputy Director-General, Policy and Corporate Services, DATSIP (Member)</p> <p>Executive Director, Infrastructure and Coordination, DATSIP (Member)</p> <p>Executive Director, Strategic Policy and Legislation, DATSIP (Member)</p> <p>Executive Director, Economic Participation, DATSIP (Member)</p> <p>Executive Director, Thriving Communities, DATSIP (Member)</p> <p>Senior Director, Corporate Services, DATSIP (Member)</p> <p>Chief Finance Officer, DATSIP (Member)</p> <p>Director, Office of the Director-General, DATSIP (Invitee)</p>
Meeting frequency	The Executive Leadership Team meets on a fortnightly basis.

PEOPLE, SAFETY AND CULTURE COMMITTEE	
Purpose	The purpose of the People, Safety and Culture Committee is to drive the implementation of key workforce strategies that: build a highly skilled and engaged workforce, capable of delivering business outcomes now and into the future; and embed a workforce culture that upholds the Queensland Public Service Values and SOLID principles and is committed to the highest standards of ethical behaviour.
Membership	Deputy Director-General, Policy and Corporate Services, DATSIP (Chair) Deputy Director-General, Culture and Economic Participation, DATSIP (Member) Executive Director, Infrastructure and Coordination, DATSIP (Member) Regional Director, South East Queensland (North) (Member) Chief Finance Officer, DATSIP (Member) Senior Director, Corporate Services (Member) Manager, Human Resources (Member) Human Resources Advisor, Human Resources (Invitee)
Meeting frequency	The People, Safety and Culture Committee meets on a quarterly basis.

REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD	
Purpose	As the key decision-making body within the governance model of the Remote Indigenous Land and Infrastructure Program Office (RILIPO), the RILIPO Board oversees the progress of the development and implementation of program deliverables. It resolves cross-agency issues and whole-of-government risks and issues affecting the deliverables of the RILIPO.
Membership	Director-General, DATSIP (Chair) Director-General, Department of State Development, Manufacturing, Infrastructure and Planning (Member) Director-General, Department of Natural Resources, Mines and Energy (Member) Director-General, Department of Housing and Public Works (Member) Manager, Office of Indigenous Affairs, Department of the Prime Minister and Cabinet (Member) Executive Director, Infrastructure and Coordination, DATSIP (Member) Executive Director, Department of the Premier and Cabinet (Member) When Partnership Board meetings are convened, membership will be extended to include the mayors of three Aboriginal and Torres Strait Islander councils. The mayors invited to meetings can change at the discretion of the Chair.
Meeting frequency	The Remote Indigenous Land and Infrastructure Program Office Board meets on a quarterly basis, with every third meeting held as a Partnership Board meeting.

REGIONAL SERVICE DELIVERY FORUM	
Purpose	The Regional Service Delivery Forum is responsible for identifying and resolving cross-regional issues that impact on the effective and efficient delivery of regional services. The Regional Service Delivery Forum will ensure the integration of programs, policy and regional activities internally and across government.
Membership	<p>Deputy Director-General, Culture and Economic Participation, DATSIP (Chair)</p> <p>Deputy Director-General, Policy and Corporate Services, DATSIP (Member)</p> <p>Executive Director, Infrastructure and Coordination, DATSIP (Member)</p> <p>Director, Remote Indigenous Land and Infrastructure Program Office, Infrastructure and Coordination, DATSIP (Member)</p> <p>Director, Government Coordination, DATSIP (Member)</p> <p>Regional Director, Far North Queensland, DATSIP (Member)</p> <p>Regional Director, North Queensland, DATSIP (Member)</p> <p>Regional Director, Central Queensland, DATSIP (Member)</p> <p>Regional Director, South West Queensland, DATSIP (Member)</p> <p>Regional Director, South East Queensland (North), DATSIP (Member)</p> <p>Regional Director, South East Queensland (South), DATSIP (Member)</p>
Meeting frequency	The Regional Service Delivery Forum meets bi-monthly and meetings are held over two consecutive days.

POLICY LEADERS FORUM	
Purpose	The purpose of the Policy Leaders Forum is to shift thought, to embrace innovation and to empower change, requiring a focus on strengths based language and moving from disadvantage to targeting wellbeing. Innovation comes from new perspectives, critical thinking, open and honest conversations and unpacking issues and solutions with Aboriginal and Torres Strait Islander Queenslanders.
Membership	<p>Charlie Kaddy, Torres Strait Regional Authority (Member)</p> <p>Shane Duffy, Aboriginal and Torres Strait Islander Legal Service (Qld) (Member)</p> <p>Natalie Lewis, Queensland Aboriginal and Torres Strait Islander Child Protection Peak (Member)</p> <p>Mick Gooda, Eminent Panel Member for the Queensland Government's Aboriginal and Torres Strait Islander treaty-making process (Member)</p> <p>John Anderson, Reparations Taskforce Member (Member)</p> <p>Marshall Saunders, Institute for Urban Indigenous Health (Member)</p> <p>Boni Robertson, Griffith University (Member)</p> <p>Cindy Shannon, formerly Queensland University of Technology (Member)</p> <p>Aunty Mary Graham, Community Member (Member)</p> <p>Aunty Mary Doctor – Umpi Korumba Aboriginal and Torres Strait Islander Corporation for Housing (Member)</p> <p>Patricia Thompson (nee Conlon), LinkUp (Member)</p>
Meeting frequency	The Policy Leaders Forum meets on a quarterly basis or as required.

INTERIM JOINT COORDINATING COMMITTEE – LOCAL THRIVING COMMUNITIES	
Purpose	The purpose of the Interim Joint Coordinating Committee is to provide advice and guidance to the department on the co-design and implementation of thriving remote and discrete Aboriginal and Torres Strait Islander communities (Local Thriving Communities) and champion the reframed relationship.
Membership	<p>Director-General, DATSIP (Chair)</p> <p>Three local government representatives (Mayors):</p> <ul style="list-style-type: none"> • Mayor Alf Lacey (Palm Island) (Member) • Mayor Fred Gela (Torres Strait Island Regional Council) (Member) • Mayor Aileen Addo (Mapoon) (Member) <p>Community representatives:</p> <ul style="list-style-type: none"> • Mr Cleveland Fagan (Member) • Professor Bronwyn Fredericks (Member) • Professor Gracelyn Smallwood (Member) • Mr Lane Brookes (Member) <p>Deputy Director-General, Department of Justice and Attorney-General (Member)</p> <p>Deputy Director-General, Department of Education (Member)</p> <p>Assistant Director-General, Department of Communities, Disability Services and Seniors (Member)</p> <p>Deputy Director-General, Department of Child Safety, Youth and Women (Member)</p> <p>Deputy Director-General, Department of Housing and Public Works (Member)</p> <p>Deputy Director-General, Queensland Health (Member)</p> <p>Deputy Commissioner, Queensland Police Service (Member)</p> <p>First Assistant Secretary, Indigenous Affairs Group (and National Director, Regional Network), Prime Minister and Cabinet, Australian Government (Member)</p>
Meeting frequency	The Interim Joint Coordinating Committee for Local Thriving Communities meets on a monthly basis.

INTER-DEPARTMENTAL COMMITTEE – LOCAL THRIVING COMMUNITIES	
Purpose	The purpose of the Inter-departmental Committee is to provide advice and guidance to the department on the design and implementation of thriving remote and discrete Aboriginal and Torres Strait Islander communities reform (Local Thriving Communities) and champion the change needed in Queensland Government agencies to deliver on this reform.
Membership	<p>Executive Director, Local Thriving Communities, DATSIP (Chair)</p> <p>Executive Director, Magistrates Courts Services, Department of Justice and Attorney-General (Member)</p> <p>Acting Assistant Director-General, Department of Education (Member)</p> <p>Executive Director, Community Services and State-wide Operations, Department of Communities, Disability Services and Seniors (Member)</p> <p>Executive Director, Investment and Commissioning, Department of Child Safety, Youth and Women (Member)</p> <p>Executive Director, Aboriginal and Torres Strait Islander Housing Unit, Department of Housing and Public Works (Member)</p> <p>Senior Director, Aboriginal and Torres Strait Islander Health Branch, Queensland Health (Member)</p> <p>Acting Deputy Commissioner, Queensland Police Service (Member)</p> <p>Principal Consultant, Capability Development, Public Service Commission (Member)</p> <p>Director, Information Strategy and Policy, Chief Information Office (Member)</p> <p>Executive Director, Social Policy, Department of the Premier and Cabinet (Member)</p> <p>Assistant Government Statistician and Director, Economics Team, Agency Performance, Department of Treasury (Member)</p> <p>Executive Director, Ministerial and Corporate Services, Queensland Fire and Emergency Services (Member)</p> <p>Executive Director, Strategy and Service Delivery, Department of Local Government, Racing and Multicultural Affairs (Member)</p> <p>Project Manager, Policy, Legislation and Indigenous Advisory, Department of State Development, Manufacturing, Infrastructure and Planning (Member)</p> <p>Executive Director, Aboriginal and Torres Strait Islander Land Services, Department of Natural Resources, Mines and Energy (Member)</p> <p>General Manager, Strategy and Governance, Queensland Corrective Services (Member).</p>
Meeting frequency	The Inter-departmental Committee for Local Thriving Communities meets on a monthly basis.

AUDIT AND RISK COMMITTEE	
Purpose	<p>The purpose of the Audit and Risk Committee (ARC) is to provide independent assurance and assistance to the Director-General and DATSIP Board on the department’s risk, control and compliance frameworks, and 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 ARC 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 ARC reports to the DATSIP Board and the Director-General. The ARC observes the terms of its charter and has due regard to Queensland Treasury’s Audit Committee Guidelines.</p>
Membership	<p>Sue Ryan, External Independent Member (Chair)</p> <p>Richard Moore, External Independent Member</p> <p>Ian Mackie, Deputy Director-General, Culture and Economic Participation (Member)</p> <p>Kathy Parton, Deputy Director-General, Policy and Corporate Services (Member)</p> <p>Emerging Aboriginal or Torres Strait Islander leader – Robert Barden, Senior Executive Support Officer (Member)</p> <p>Emerging Aboriginal or Torres Strait Islander leader – Sarah Moyle, Manager, Culture and Reconciliation (Member)</p> <p>Standing invited members:</p> <p>Director-General, DATSIP</p> <p>Chief Finance Officer, DATSIP</p> <p>Head of Internal Audit and Compliance Services, Department of Communities, Disability Services and Seniors</p> <p>Sector Director, Queensland Audit Office</p> <p>Manager, Financial Audit, Queensland Audit Office</p> <p>Manager, Internal Audit and Compliance Services</p> <p>Senior Director, Corporate Services</p>
Meeting frequency	<p>The Audit and Risk Committee meets every two months, with an additional meeting scheduled in August to approve the annual financial statements.</p>

AGENCY CONSULTATIVE COMMITTEE	
Purpose	<p>Departmental staff are largely represented by the Together Queensland Union of Employees and covered by the following award and certified agreement:</p> <ul style="list-style-type: none"> • <i>Queensland Public Service Officers and Other Employees Award—State 2015</i> • <i>State Government Entities Certified Agreement 2015.</i> <p>The purpose of the Agency Consultative Committee is to facilitate meaningful consultation between the department’s executive management and the union on matters arising under the state government department’s Certified Agreement 2015 or subsequent certified agreements, as well as matters that otherwise impact or may impact on the workforce of DATSIP.</p>
Membership	<p>Workplace delegates of Together Qld Union of Employees (Co-Chair and Members)</p> <p>Director-General, DATSIP (Member)</p> <p>Deputy Director-General, Policy and Corporate Services, DATSIP (Member)</p> <p>Official representative of Together Queensland Union of Employees (Member)</p> <p>Director, Cultural Heritage, Culture and Economic Participation (Elder)</p> <p>Senior Director, Corporate Services, DATSIP (Member)</p> <p>Manager, Human Resources, DATSIP (Member)</p>
Meeting frequency	The Agency Consultative Committee meets on a quarterly basis.

FINANCE COMMITTEE	
Purpose	<p>The Finance Committee is established to provide expert advice and support to assist the Director-General as the accountable officer to discharge that position’s legislated financial management responsibilities.</p> <p>The Finance Committee reports to the DATSIP Board. The Finance Committee is chaired by the Director-General and is comprised of DATSIP’s Board members. As such, the Finance Committee is a decision-making authority.</p>
Membership	<p>Director-General, DATSIP (Chair)</p> <p>Deputy Director-General, Culture and Economic Participation, DATSIP (Member)</p> <p>Deputy Director-General, Policy and Corporate Services, DATSIP (Member)</p> <p>Executive Director, Infrastructure and Coordination, DATSIP (Member)</p> <p>Chief Finance Officer, DATSIP (Member)</p> <p>Senior Director, Corporate Services (Member)</p> <p>The Committee may invite guests based on the requirement and as determined by the Chair.</p>
Meeting frequency	The Finance Committee meets monthly or as required, with due notice given to all members.

ICT STEERING COMMITTEE	
Purpose	<p>The purpose of the ICT Steering Committee is to provide the ICT strategic direction to DATSIP and ensure the investments in new information management and ICT projects are aligned with departmental and whole-of-government priorities.</p> <p>The ICT Steering Committee reports to the DATSIP Executive Leadership Team (ELT).</p> <p>The ICT Steering Committee is not a decision-making committee, but may endorse strategies and courses of action, and recommend to the DATSIP ELT for final assessment and approval.</p>
Membership	<p>Deputy Director-General, Policy and Corporate Services and Chief Information Officer, DATSIP (Chair)</p> <p>Deputy Director-General, Culture and Economic Participation, DATSIP (Member)</p> <p>Chief Finance Officer, DATSIP (Member)</p> <p>Manager, Information and Communication Technology, DATSIP (Special Non-voting Member)</p> <p>Director, Social Policy, DATSIP (Member)</p> <p>Director, Cultural Heritage Unit, DATSIP (Member)</p> <p>Regional Director, Far North Queensland Region (Member)</p> <p>Senior Architecture Consultant (Networks), Queensland Government Chief Information Office (Member)</p> <p>The Director Information Management and Security, Department of Child Safety, Youth and Women has been identified as a representative of the primary external ICT service provider and will be invited to the meetings on an 'as required' basis.</p> <p>Other guests will be invited based on the requirement and as determined by the Chair.</p>
Meeting frequency	The ICT Steering Committee meets bi-monthly as a minimum.

Appendix 3 – Profile of DATSIP Board members

Name	Title	Profile
Dr Chris Sarra	Director-General	<p>Dr Chris Sarra commenced as the Director-General of the Department of Aboriginal and Torres Strait Islander Partnerships in August 2018.</p> <p>He holds a Bachelor of Education, Master of Education, Executive Master in Public Administration, and a PhD in Psychology.</p> <p>Dr Sarra founded the Stronger Smarter Institute in 2005, which works with schools and community leaders across Australia to deliver the stronger smarter approach to Indigenous students.</p> <p>Dr Sarra is a Fellow of the School of Ethical Leadership and the Melbourne Business School and has also completed the Australian Institute of Company Directors Diploma and Australian Institute of Company Directors Diploma of International Business</p> <p>He was named Queenslander of the Year in 2004, and was Queensland's Australian of the Year in 2010. In 2016, Dr Sarra was named the NAIDOC Person of the Year in recognition of his efforts to improve Aboriginal educational outcomes throughout Australia. He received the Anthony Mundine Award for Courage at the National Indigenous Human Rights Awards in 2017.</p>
Dr Ian Mackie	Deputy Director-General, Culture and Economic Participation	<p>Dr Ian Mackie has had a long and fruitful career working across the public, private and community sectors. He has been a teacher, administrator, trade union leader, public servant and member of a number of important public boards. Specifically, in the Indigenous sphere, he has worked as the Principal of Aurukun State School and Head of Western Cape College.</p> <p>He was also Assistant Director-General of Indigenous Education and Training Futures, where he endeavoured to bring new thinking to Aboriginal and Torres Strait Islander education. This task led to him undertaking a doctoral dissertation on reform and innovation in this field, where he has given a number of public talks and published articles in refereed journals.</p> <p>Dr Mackie took up his present position as Deputy Director-General, Culture and Economic Participation in the Department of Aboriginal and Torres Strait Islander Partnerships in 2018. Here he has endeavoured to draw upon his extensive professional experience and contacts within Aboriginal and Torres Strait Islander communities to ground the Thriving Communities agenda within sound practice and theory.</p>
Ms Kathy Parton	Deputy Director-General, Policy and Corporate Services	<p>Ms Kathy Parton is a senior executive with more than 15 years experience in government, working across departments and statutory bodies. Prior to joining the Department of Aboriginal and Torres Strait Islander Partnerships, Ms Parton held Deputy Director-General roles in the Department of Local Government, Racing and Multicultural Affairs and Department of Infrastructure, Local Government and Planning. During this time, Ms Parton has specialised in leading policy and legislation reform, and overseeing governance and corporate services.</p> <p>Ms Parton also spent three years leading communication and strategic engagement at the Queensland Reconstruction Authority, a statutory body established following the 2010–2011 Queensland floods. She previously managed communications and media for the Department of the Premier and Cabinet, and led the Queensland Government's Crisis Communication Network in the wake of the 2010–2011 floods and Cyclone Yasi. Ms Parton has qualifications in communications and journalism, and postgraduate qualifications in writing, editing and publishing, and has completed the Australian Institute of Company Directors course.</p>

Appendix 4 – Service Delivery Statements

2018–2019 Performance statement

The following section provides details of the Department of Aboriginal and Torres Strait Islander Partnerships' performance against the 2018–2019 Budget Paper No. 5—Service Delivery Statements as at 30 June 2019, including results against annual targets.

Economic participation

Service area objective

To increase the economic participation of Aboriginal peoples and Torres Strait Islander peoples.

Service area description

This service area aims to increase the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy by delivering policies, programs and services that result in Aboriginal peoples and Torres Strait Islander peoples entering and actively participating in the workforce, and having more opportunities to secure businesses, to own land and to own their homes.

This includes brokering employment opportunities in various industry sectors, assisting aspiring Aboriginal and Torres Strait Islander home owners to move towards home ownership, improving business opportunities, and transferring identified state-owned lands and national parks to formal Aboriginal ownership.

Department of Aboriginal and Torres Strait Islander Partnerships	Notes	2018–19 Target/Est.	2018–19 Actual
Service area: Economic participation			
Service standards			
<i>Effectiveness measures</i>			
Number of job placements for Aboriginal people and Torres Strait Islander people facilitated by the department	1,2	850	1183
Percentage of Aboriginal people and Torres Strait Islander people successfully employed three months after placement	3	70%	72.9%
Number of houses made available for ownership by Aboriginal people and Torres Strait Islander people in targeted communities through Queensland Government investment	4,5	25	36
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	6	300	421
Value of government procurement from Aboriginal and Torres Strait Islander businesses	7	\$320 million	\$329 million
Number of hectares of state land and national parks transferred to Traditional Owners in Cape York Peninsula	8, 9, 10	230,088 ha	0 ha
<i>Efficiency measure</i>			
Total cost per hour of economic participation policy	11, 12	\$100	\$97

Notes

1. This service standard measures the number of job placements that have been facilitated for Aboriginal peoples and Torres Strait Islander peoples through the Economic Participation Program. This program, which is delivered across the state, aims to increase the participation of Aboriginal and Torres Strait Islander Queenslanders in employment by facilitating job placements that are full-time, part-time or casual, as well as apprenticeships. The calculation of this figure is based on the total number of job placements where individuals meet the employment criteria.
2. The target for this service standard was exceeded reflecting the department's efforts to maximise job opportunities across a range of sectors through increased industry engagement, including entering into memoranda of understanding with key industry groups and employers, the Youth Employment Program and through government infrastructure investment. The 2018–19 target/estimate reflects the projected labour market conditions and their potential impact on the level of jobs growth at the time of calculation.
3. This service standard measures the proportion of Aboriginal peoples and Torres Strait Islander peoples who, under the Youth Employment Program, remain in employment for three months after initial placement. The Youth Employment Program is an employment support program for young Aboriginal and Torres Strait Islanders who are finishing high school and looking for work or considering further education. The target for this service standard was exceeded.
4. This service standard relates to a Queensland Government initiative to facilitate home ownership in targeted communities through the removal of legal and land tenure roadblocks to home ownership, to make land available for housing by surveying boundaries, and to provide infrastructure to enable the Department of Housing and Public Works to commence construction of new houses. Houses are deemed to be made available for ownership after Native Title has been addressed, the lot survey has been completed and registered, the land trustee has approved the home ownership application, and all development approvals have been approved by the council. The target for this service standard was exceeded.
5. Targeted communities include: Aurukun, Cherbourg, Woorabinda, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (5 communities), Palm Island, Pormpuraaw, Yarrabah, Wujal Wujal, Torres Strait islands (15 islands), Coen and Mossman Gorge.
6. This service standard measures the Queensland Government's progress in growing the number of Aboriginal and Torres Strait Islander businesses that have secured government procurement. The department connects agency and industry business supply and employment opportunities, and links investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The target for this service standard was exceeded.
7. This service standard measures the Queensland Government's progress in increasing the total value of government procurement from known Aboriginal and Torres Strait Islander businesses, including not-for-profit organisations. The target for this service standard was exceeded.
8. This is a whole-of-government service standard which relates to assessing the number of hectares of State-owned land and national parks that have been transferred to Aboriginal ownership in order to provide Aboriginal peoples and Torres Strait Islander peoples with opportunities for economic development through business opportunities and involvement in land management. The department's role is to administer the Cape York Peninsula Tenure Resolution Program, which has dual functions of returning land ownership to Aboriginal Traditional Owners and protecting the outstanding natural and cultural values of Cape York Peninsula in jointly managed national parks (Cape York Peninsula Aboriginal Land – CYPAL). The achievement of this service standard is dependent on reaching agreement with the Native Title parties concerned.
9. The department works in partnership with other government agencies including the Department of Environment and Science and the Department of Natural Resources, Mines and Energy through service level agreements. To deliver this program, the department has also partnered with Balkanu Cape York Development Corporation and Jabalbina Aboriginal Corporation to provide support and independent legal advice to Aboriginal peoples throughout the land dealing negotiations.
10. The number of hectares which are predicted to be transferred through the Cape York Peninsula Tenure Resolution Program each financial year reflect the size of the particular properties which make up each of the tenure dealings that are planned to be finalised.
11. This service standard assesses the department's efficiency in delivering economic participation policy advice and development by monitoring trend data over time in relation to the total cost per hour of economic participation policy advice and development delivered.
12. The calculation of this figure is based on the department's Policy Branch costs which include salaries, operating costs such as telecommunications, accommodation and corporate overhead costs, and full-time equivalents related to the provision of routine economic participation policy advice and policy development. The 2018–19 Target/Estimate reflects enterprise bargaining and CPI cost increases.

Community participation

Service area objective

To improve the community participation of Aboriginal peoples and Torres Strait Islander peoples.

Service area description

This service area aims to improve the community participation of Aboriginal peoples and Torres Strait Islander peoples by delivering policies and programs that result in greater social cohesion, connected communities, and communities that protect and value Aboriginal and Torres Strait Islander cultures and heritage. This includes supporting key reforms related to child protection, domestic violence and justice; leading whole-of-government efforts to improve the life outcomes of Aboriginal and Torres Strait Islander Queenslanders; and supporting targeted communities to restore social norms and re-establish local authority.

Department of Aboriginal and Torres Strait Islander Partnerships	Notes	2018–19	2018–19
		Target/Est.	Actual
Service area: Community participation			
Service standards			
<i>Effectiveness measures</i>			
Customer satisfaction with cultural heritage services provided by the department	1, 2, 3	75%	85%
<i>Efficiency measure</i>			
Average cost per cultural heritage search request processed	4, 5, 6	\$33	\$30
Average cost per community and personal histories request processed	7, 8	\$4000	\$5023
Total cost per hour of community participation policy	9, 10	\$100	\$97

Notes

1. This service standard measures overall customer satisfaction with the delivery of cultural heritage services provided by the department through the Cultural Heritage Online Portal. The target for this service standard was exceeded.
2. The survey data is based on responses received from registered land users comprising local, state and federal government users, government-owned corporations, non-government organisations, legal firms, private companies and consultants; and the public, from 1 January to 31 December each year.
3. Registered land users access the Cultural Heritage Online Portal to ensure that they comply with their cultural heritage duty of care.
4. This service standard measures the efficiency of the department's cultural heritage search request processes. The cost per search request processed calculation is based on staffing costs and the costs related to providing and maintaining the Cultural Heritage Database system, and includes overheads such as accommodation, information technology and corporate costs.
5. This service standard relates to a significant component of the department's service delivery which ensures that land users, Aboriginal and Torres Strait Islander parties and the public can access cultural heritage information to assess the cultural value of particular areas.
6. The 2018–19 Actual of \$30 per cultural heritage search request processed reflects the efficiencies achieved through the increase in the number of searches being undertaken by clients themselves using the more cost-efficient self-service portal.
7. This service standard measures the efficiency of the department's community and personal histories request processes. The cost per service request calculation is based on staffing and report production expenses, and includes overheads such as accommodation and corporate costs.
8. This service standard relates to a significant component of the department's service delivery which ensures that Aboriginal and Torres Strait Islander Queenslanders have access to community and personal histories services that enable them to reconnect with their families and traditional country.
9. This service standard measures the department's efficiency in delivering community participation policy advice and development by monitoring trend data over time in relation to the total cost per hour of community participation policy advice and development delivered.
10. The calculation of this figure is based on the department's Policy Branch costs which include salaries, operating costs such as telecommunications, accommodation and corporate overhead costs, and full-time equivalents related to the provision of routine community participation policy advice and policy development. The 2018–19 Target/Estimate reflects enterprise bargaining and CPI cost increases.

Appendix 5 – Government bodies

Family Responsibilities Board					
Act or instrument	<i>Family Responsibilities Commission Act 2008</i>				
Functions	The purpose of the Family Responsibilities Board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander Partnerships about the operation of the Family Responsibilities Commission (FRC).				
Achievements	Reviewed and monitored agency notices to the FRC and service provision for referrals in the Welfare Reform communities.				
Financial reporting	n/a				
Remuneration					
Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub-committee fees if applicable	Actual fees received
Chair	Dr Chris Sarra	2	No remuneration	N/A	Nil
Member	Troy Sloan	2	No remuneration	N/A	Nil
Member	Noel Pearson	2	No remuneration	N/A	Nil
No. scheduled meetings/sessions	2				
Total out of pocket expenses	Nil				

Appendix 6 – Compliance checklist

Summary of requirement	Basis for requirement	Annual report reference	
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	4
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	5 56-57
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	75
	<ul style="list-style-type: none"> Interpreter service statement 	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	75
	<ul style="list-style-type: none"> Copyright notice 	<i>Copyright Act 1968</i> ARRs – section 9.4	75
	<ul style="list-style-type: none"> Information licensing 	<i>QGEA – Information Licensing</i> ARRs – section 9.5	75
General information	<ul style="list-style-type: none"> Introductory information 	ARRs – section 10.1	8-18
	<ul style="list-style-type: none"> Agency role and main functions 	ARRs – section 10.2	8-18
	<ul style="list-style-type: none"> Machinery of government changes 	ARRs – section 10.2, 31 & 32	Not applicable
	<ul style="list-style-type: none"> Operating environment 	ARRs – section 10.3	13
Non-financial performance	<ul style="list-style-type: none"> Government's objectives for the community 	ARRs – section 11.1	15
	<ul style="list-style-type: none"> Other whole-of-government plans/specific initiatives 	ARRs – section 11.2	36
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.3	19-41 Appendix 4
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.4	Appendix 4
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	51-54
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	11
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	Appendices 2 & 3
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	13, Appendix 5
	<ul style="list-style-type: none"> Public Sector Ethics Act 1994 	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	48
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.5	9
Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1	48
	<ul style="list-style-type: none"> Audit committee 	ARRs – section 14.2	Appendix 2
	<ul style="list-style-type: none"> Internal audit 	ARRs – section 14.3	48
	<ul style="list-style-type: none"> External scrutiny 	ARRs – section 14.4	48
	<ul style="list-style-type: none"> Information systems and recordkeeping 	ARRs – section 14.5	48

Summary of requirement	Basis for requirement	Annual report reference	
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	43-47
	• Early retirement, redundancy and retrenchment	Directive No.11/12 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	43
Open data	• Statement advising publication of information	ARRs – section 16	75
	• Consultancies	ARRs – section 33.1	https://data.qld.gov.au
	• Overseas travel	ARRs – section 33.2	https://data.qld.gov.au
	• Queensland Government Language Services Policy	ARRs – section 33.3	https://data.qld.gov.au
Financial statements	• Certification of financial statements	FAA – section 62 FPMS – sections 42, 43 & 50 ARRs – section 17.1	End of report
	• Independent Auditor’s Report	FAA – section 62 FPMS – section 50 ARRs – section 17.2	End of report

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2009*

ARRs *Annual report requirements for Queensland Government agencies*

Public availability of report

This annual report is available at
www.datsip.qld.gov.au

Further enquiries

For enquiries or further information about this report:

Telephone: 13 QGOV (13 74 68)

Email: enquiries@datsip.qld.gov.au

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Free call: 1800 177 120 (calls from mobile phones are charged at applicable rates)

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Regional offices

Remote Indigenous Land and Infrastructure Program Office (RILIPO)

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Government Coordination

Level 9, Cairns Corporate Tower Building, 15 Lake Street, Cairns

Torres

Level 1, 46 Victoria Parade, Thursday Island

Far North Queensland

Level 3, Citicentral Building, 65–67 Spence Street, Cairns

North Queensland

4th Floor, State Government Building, 187–209 Stanley Street, Townsville

52 Miles Street, Mt Isa

Ground Level, Verde Central, 44 Nelson Street, Mackay

Central Queensland

Level 1, Brendan Hansen Building, 50–54 Main Street, Pinalba

Level 2, 209 Bolsover Street, Rockhampton

South West Queensland

Level 2, ICON Building, 117 Brisbane Street, Ipswich

Ground Floor, 162 Hume Street, Toowoomba

Lot 88, Hood Street, Charleville

South East Queensland (South)

Level 2, 6 Ewing Road, Logan Central

South East Queensland (North)

Level 4, 154 Melbourne Street, South Brisbane

Level 2, 33 King Street, Caboolture

Online information

Additional 2018–2019 performance information in relation to the following topics is available through the Queensland Government Open Data website at www.qld.gov.au/data:

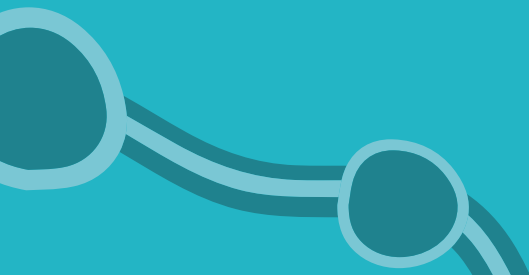
- consultancies
- overseas travel
- Queensland Language Services Policy.

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08

FINANCIAL STATEMENTS



**Department of
Aboriginal and Torres
Strait Islander
Partnerships**

Financial Statements

**for the year ended
30 June 2019**

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Comprehensive Income
for the year ended 30 June 2019

	Notes	2019 \$'000	Original Budget \$'000	Budget Variance *	2018 \$'000
Income from Continuing Operations					
Appropriation revenue	2	75,872	81,668	(5,796)	78,916
Grants and other contributions	3	2,367	555	1,812	5,319
Other revenue		641	206	435	801
Total Income from Continuing Operations		78,880	82,429	(3,549)	85,036
Expenses from Continuing Operations					
Employee expenses	4	35,129	35,615	(486)	34,434
Supplies and services	6	22,700	31,800	(9,100)	24,913
Grants	7	15,987	18,737	(2,750)	22,977
Depreciation and amortisation		837	473	364	719
Other expenses	8	6,657	243	6,414	6,316
Total expenses from Continuing Operations		81,310	86,868	(5,558)	89,359
Operating Result from Continuing Operations		(2,430)	(4,439)	2,009	(4,323)
Operating Result for the Year		(2,430)	(4,439)	2,009	(4,323)
Other Comprehensive Income					
<i>Items that will not be reclassified to Operating Result:</i>					
Increase (decrease) in asset revaluation surplus		250	-	250	(644)
Total Other Comprehensive Income		250	-	250	(644)
Total Comprehensive Income		(2,180)	(4,439)	2,259	(4,967)

* An explanation of major variances is included in Note 20.

The accompanying Notes form part of these statements.

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Financial Position
as at 30 June 2019

	Notes	2019 \$'000	Original Budget \$'000	Budget Variance * \$'000	2018 \$'000
Current Assets					
Cash and cash equivalents		21,165	8,044	13,121	14,379
Receivables	9	1,433	2,736	(1,303)	3,445
Other current assets		100	69	31	84
Total Current Assets		<u>22,698</u>	<u>10,849</u>	<u>11,849</u>	<u>17,908</u>
Non-Current Assets					
Property, plant and equipment	10	17,887	23,006	(5,119)	16,260
Intangible assets		112	112	-	148
Total Non-Current Assets		<u>17,999</u>	<u>23,118</u>	<u>(5,119)</u>	<u>16,408</u>
Total Assets		<u>40,697</u>	<u>33,967</u>	<u>6,730</u>	<u>34,316</u>
Current Liabilities					
Payables	11	8,737	4,746	3,991	8,344
Accrued employee benefits	12	1,620	1,506	114	1,648
Other current liabilities		64	-	64	-
Total Current Liabilities		<u>10,421</u>	<u>6,252</u>	<u>4,169</u>	<u>9,992</u>
Net Assets		<u>30,276</u>	<u>27,715</u>	<u>2,561</u>	<u>24,324</u>
Equity					
Contributed equity		35,838			27,701
Asset revaluation surplus	13	4,647			4,397
Accumulated surplus (deficit)		(10,209)			(7,774)
Total Equity		<u>30,276</u>			<u>24,324</u>

* An explanation of major variances is included in Note 20.

The accompanying Notes form part of these statements.

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Changes in Equity
for the year ended 30 June 2019

	Contributed Equity	Asset Revaluation Surplus	Accumulated Surplus	Total
	\$'000	\$'000	\$'000	\$'000
Balance as at 1 July 2017	27,701	5,041	(3,451)	29,291
Operating result from continuing operations	-	-	(4,323)	(4,323)
Other Comprehensive Income				
Decrease in Asset Revaluation Surplus	-	(644)	-	(644)
Total Comprehensive Income for the Year	-	(644)	(4,323)	(4,967)
Balance at 30 June 2018	27,701	4,397	(7,774)	24,324
Operating result from continuing operations	-	-	(2,430)	(2,430)
Other comprehensive income				
- Increase in asset revaluation surplus	-	250	-	250
- Post machinery-of-government adjustment	2,137	-	-	2,137
Total Comprehensive Income for the Year	2,137	250	(2,430)	(43)
Transactions with Owners as Owners				
- Appropriated equity injections	6,000	-	-	6,000
- Net effect of changes in accounting policies	-	-	(5)	(5)
Net Transactions with Owners as Owners	6,000	-	(5)	5,995
Balance as at 30 June 2019	35,838	4,647	(10,209)	30,276

The accompanying Notes form part of these statements.

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Cash Flows
for the year ended 30 June 2019

	2019 \$'000	Original Budget \$'000	Budget Variance * \$'000	2018 \$'000
Cash Flows From Operating Activities				
<i>Inflows:</i>				
Service appropriation receipts	69,972	81,668	(11,696)	77,003
Grants and other contributions	2,705	555	2,150	5,588
GST input tax credits from ATO	3,606	-	3,606	3,762
GST collected from customers	55	-	55	38
Other	1,727	206	1,521	781
<i>Outflows:</i>				
Employee expenses	(35,262)	(35,615)	353	(34,308)
Supplies and services	(22,206)	(31,800)	9,594	(24,354)
Grants	(16,150)	(18,737)	2,587	(25,896)
GST paid to suppliers	(3,259)	-	(3,259)	(3,899)
GST remitted to ATO	(55)	-	(55)	(62)
Other	(288)	(243)	(45)	(1,161)
Net cash provided by (used in) operating activities	845	(3,966)	4,811	(2,508)
Cash Flows From Investing Activities				
<i>Outflows:</i>				
Payments for property, plant and equipment	(54)	(6,473)	6,419	-
Net cash used in investing activities	(54)	(6,473)	6,419	-
Cash flows From Financing Activities				
<i>Inflows:</i>				
Equity injection	6,000	6,000	-	-
<i>Outflows:</i>				
Changes in accounting policy	(5)	-	-	-
Net cash provided by (used in) financing activities	5,995	6,000	-	-
Cash and cash equivalents - opening balance	14,379	12,483	1,896	16,887
Net increase (decrease) in cash and cash equivalents	6,786	(4,439)	11,225	(2,508)
Cash and cash equivalents - closing balance	21,165	8,044	13,121	14,379

* An explanation of major variances is included in Note 20.

Reconciliation of operating result to net cash provided by operating activities

	2019 \$'000	2018 \$'000
Operating surplus/(deficit)	(2,430)	(4,323)
<i>Non-Cash items included in operating result:</i>		
Depreciation and amortisation expense	837	719
Loss on disposal of non-current assets	12	-
<i>Change in assets and liabilities:</i>		
(Increase)/decrease in GST input tax credits receivable	347	(138)
(Increase)/decrease in receivables	1,651	(330)
(Increase)/decrease in other assets	(16)	(15)
Increase/(decrease) in accounts payable	406	1,461
Increase/(decrease) in GST payable	-	(25)
Increase/(decrease) in accrued employee benefits	(27)	143
Increase/(decrease) in other liabilities	65	-
Net Cash Provided by (used in) operating activities	845	(2,508)

The accompanying Notes form part of these statements.

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Comprehensive Income by Major Departmental Services
for the year ended 30 June 2019

	Economic Participation Services	Community Participation Services	Total	Economic Participation Services	Community Participation Services	Total
	2019 \$'000	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000	2018 \$'000
Income from Continuing Operations						
Appropriation revenue	41,916	33,956	75,872	34,421	44,495	78,916
Grants and other contributions	1,549	818	2,367	4,955	364	5,319
Other revenue	70	571	641	151	650	801
Total Income from Continuing Operations	43,535	35,345	78,880	39,527	45,509	85,036
Expenses from Continuing Operations *						
Employee expenses	18,543	16,586	35,129	17,267	17,167	34,434
Supplies and services	13,302	9,398	22,700	13,490	11,423	24,913
Grants	10,405	5,582	15,987	9,600	13,377	22,977
Depreciation and amortisation	132	705	837	130	589	719
Other expenses	3,885	2,772	6,657	3,251	3,065	6,316
Total Expenses from Continuing Operations	46,267	35,043	81,310	43,738	45,621	89,359
Operating Result for the Year	(2,732)	302	(2,430)	(4,211)	(112)	(4,323)
Other Comprehensive Income						
<i>Items that will not be reclassified to Operating Result:</i>						
Increase (decrease) in asset revaluation surplus	18	232	250	79	(723)	(644)
Total Comprehensive Income	(2,714)	534	(2,180)	(4,132)	(835)	(4,967)
*Allocation of expenses from corporate services	2,524	2,245	4,769	2,294	2,319	4,613

Department of Aboriginal and Torres Strait Islander Partnerships
Statement of Financial Position by Major Departmental Services
as at 30 June 2019

	Economic Participation Services	Community Participation Services	Total	Economic Participation Services	Community Participation Services	Total
	2019	2019	2019	2018	2018	2018
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Current Assets						
Cash and cash equivalents	12,996	8,169	21,165	7,199	7,180	14,379
Receivables	833	600	1,433	2,407	1,038	3,445
Other current assets	16	84	100	68	16	84
Total Current Assets	13,845	8,853	22,698	9,674	8,234	17,908
Non-Current Assets						
Property, plant and equipment	849	17,038	17,887	1,024	15,236	16,260
Intangible assets	-	112	112	-	148	148
Total Non-Current Assets	849	17,150	17,999	1,024	15,384	16,408
Total Assets	14,694	26,003	40,697	10,698	23,618	34,316
Current Liabilities						
Payables	4,626	4,111	8,737	3,920	4,424	8,344
Accrued employee benefits	872	748	1,620	818	830	1,648
Other current liabilities	35	29	64	-	-	-
Total Current Liabilities	5,533	4,888	10,421	4,738	5,254	9,992
Net Assets	9,161	21,115	30,276	5,960	18,364	24,324
Equity						
Contributed equity	15,982	19,856	35,838	8,332	19,369	27,701
Asset revaluation surplus	124	4,523	4,647	1,839	2,558	4,397
Accumulated surplus (deficit)	(6,945)	(3,264)	(10,209)	(4,211)	(3,563)	(7,774)
Total Equity	9,161	21,115	30,276	5,960	18,364	24,324

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

Note	Objectives and Principal Activities of the Department
1	Summary of significant accounting policies
2	Appropriation revenue
3	Grants and other contributions
4	Employee expenses
5	Key Management Personnel (KMP) Disclosures and Related Party Transactions
6	Supplies and services
7	Grants
8	Other expenses
9	Receivables
10	Property, plant and equipment
11	Payables
12	Accrued employee benefits
13	Asset revaluation surplus by class
14	Commitments for expenditure
15	Contingencies
16	Events after the balance date
17	Financial risk disclosures
18	Schedule of administered items
19	Reconciliation of Payments from Consolidated Fund to Administered Income
20	Explanation of major variances

Department of Aboriginal and Torres Strait Islander Partnerships

Notes to and forming part of the financial statements 2018-19

Note 1

Objectives and principal activities of the department

The Department of Aboriginal and Torres Strait Islander Partnerships is a Queensland Government department established under the Public Service Act 2008 and controlled by the State of Queensland, which is the ultimate parent.

The head office and principal place of business of the department is:

Level 9, 1 William Street
Brisbane QLD 4000

The objectives and principal activities of the Department of Aboriginal and Torres Strait Islander Partnerships are detailed in the body of the Annual Report and in the Appendix headed Our Legislation.

The department is funded principally by parliamentary appropriations. It also receives grant revenue from other Queensland Government entities for land and infrastructure development works in remote and discrete indigenous communities.

The Department of Aboriginal and Torres Strait Islander Partnerships' services include:

- Economic Participation services which aim to increase the economic participation of Aboriginal people and Torres Strait Islander people in the Queensland economy by delivering policies, programs and services that result in Aboriginal people and Torres Strait Islander people entering and actively participating in the workforce and having more opportunities to secure new businesses, to own land and to own their homes.
- Community Participation services which aim to improve the community participation of Aboriginal people and Torres Strait Islander people by delivering policies and programs that result in greater social cohesion, connected communities and communities that value and protect culture and heritage. This includes supporting key reforms, leading whole of government efforts to improve outcomes for Aboriginal and Torres Strait Islander Queenslanders; and supporting targeted communities in restoring social norms and re-establishing local authority.

1. Summary of significant accounting policies

a) Compliance with prescribed requirements

The department has prepared these financial statements in compliance with section 42 of the *Financial and Performance Management Standard 2009*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2018.

This department is a not-for-profit entity and these general purpose financial statements are prepared on an accrual basis (except for the Statement of Cash Flow which is prepared on a cash basis) in accordance with Australian Accounting Standards and Interpretations applicable to not-for-profit entities.

New accounting standards early adopted and/or applied for the first time in these financial statements are outlined in Note 1(g).

b) Authorisation of financial statements for Issue

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

c) The reporting entity

The financial statements include the value of all assets, liabilities, equity, revenues and expenses of the Department of Aboriginal and Torres Strait Islander Partnerships.

d) 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.

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

e) Other presentation matters

Currency and rounding

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

Comparatives

Comparative information reflects the audited 2017-18 financial statements.

Current/non-current classification

Assets and liabilities are classified as either 'current' or 'non-current' in the Statement of Financial Position and associated notes.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the department does not have an unconditional right to defer settlement to beyond 12 months after the reporting date.

All other assets and liabilities are classified as non-current.

f) First year application of new accounting standards or change in accounting policy

Changes in Accounting Policy – AASB 9 Financial Instruments

The department applied AASB 9 *Financial Instruments* for the first time in 2018-19. Comparative information for 2017-18 has not been restated and continue to be reported under AASB 139 *Financial Instruments: Recognition and Measurement*. The nature and effect of the changes as a result of adoption of this new accounting standard are described below:

Classification and measurement

The department's debt instruments comprise of receivables disclosed in Note 9. They were classified as Receivables as at 30 June 2018 (under AASB 139) and were measured at amortised cost. These receivables are held for collection of contractual cash flows that are solely payments of principal. As such, they continue to be measured at amortised cost beginning 1 July 2018.

Impairment

AASB 9 requires the loss allowance to be measured using a forward-looking expected credit loss approach, replacing AASB 139's incurred loss approach. AASB 9 also requires a loss allowance to be recognised for all debt instruments other than those held at fair value through profit or loss.

On adoption of AASB 9's new impairment model, the department recognised additional impairment losses of \$5K on its trade receivables. This resulted in a decrease in opening accumulated surplus of \$5K. Below is a reconciliation of the ending impairment allowance under AASB 139 to the opening loss allowance under AASB 9.

AASB 139 Measurement Category	AASB 9 measurement category \$'000	Impairment allowance 30 June 2018 \$'000	Re-measurement \$'000	Loss Allowance 1 July 2018 \$'000
Receivables	Amortised cost	10	5	5

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

Accounting standards early adoption

Other than AASB 9 *Financial Instruments*, which is detailed above, no accounting standards have been early adopted in 2018-19.

g) Future impact of accounting standards not Yet Effective

AASB 1058 *Income of Non-For Profit Entities* and ASSB 15 *Revenue from Contracts with Customers*.

The transition date for both AASB 15 and AASB 1058 is 1 July 2019. Consequently, these standards will first apply to the department when preparing the financial statements for 2019-20. The department has reviewed the impact of AASB 15 and AASB 1058 and identified the following impacts (or estimated impact where indicated) of adopting the new standards:

- The department may receive funds upfront from the commonwealth or other state agencies to construct non-financial assets project managed by the department and granted to other entities. The department may recognise a liability for these funds and subsequently recognised progressively as revenue as the department satisfies its performance obligations under the grant. At present, such grants are recognised as revenue upfront. The recognition of revenue will be determined by the terms of new agreements.
- The department evaluated the existing grant arrangements with the Department of Housing and Public Works (DHPW) to determine whether revenue from those grants could be deferred under the new requirements. In general, the department invoices DHPW monthly in arrears for works completed in that period for land infrastructure works that are project managed by the department and granted to other entities. The department will recognise revenue through current invoicing arrangements as work is completed.
- The department received grants for which there were no sufficiently specific performance obligations. The total of these grants in the 2018-19 year was \$1.09M and is expected to continue being recognised as revenue upfront assuming no change to the current grant arrangements. Grants agreements that don't include sufficient specific performance obligations will be recognised as revenue when received.

AASB 16 Leases

This standard will first apply to the department for its financial statements from 2019-20. When applied, the standard supersedes AASB 117 *Leases*, AASB Interpretation 4 *Determining whether an Arrangement contains a Lease*, AASB Interpretation 115 *Operating Leases – Incentives* and AASB Interpretation 127 *Evaluating the Substance of Transactions Involving the Legal Form of a Lease*.

Impact for lessees

Under AASB 16, operating leases (as defined by the current AASB 117) will be reported on the statement of financial position as right-of-use assets and lease liabilities.

The right-of-use asset will be initially recognised at cost, consisting of the initial amount of the associated lease liability, plus any lease payments made to the lessor at or before the effective date, less any lease incentive received, the initial estimate of restoration costs and any initial direct costs incurred by the lessee. The right-of-use asset will give rise to a depreciation expense.

The lease liability will be initially recognised at an amount equal to the present value of the lease payments during the lease term that are not yet paid. Current operating lease rental payments will no longer be expensed in the statement of comprehensive income. They will be apportioned between a reduction in the recognised lease liability and the implicit finance charge (the effective rate of interest) in the lease. The finance cost will also be recognised as an expense.

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

AASB 16 allows a 'cumulative approach' rather than full retrospective application to recognising existing operating leases. In accordance with Queensland Treasury's policy, the department will apply the 'cumulative approach', and will not need to restate comparative information. Instead, the cumulative effect of applying the standard is recognised as an adjustment to the opening balance of accumulated surplus (or other component of equity, as appropriate) at the date of initial application.

Outcome of review as lessee

The department has completed its review of the impact of adoption of AASB 16 on the statement of financial position and statement of comprehensive income and has identified no impact due to the nature of operating lease outlined below. As a result, current operating lease rental payments will continue to be expensed in the statement of comprehensive income.

The total of the department's operating lease commitments comprise arrangements with other Queensland Government agencies as lessor (i.e. internal-to-Government leases).

During the 2018/19 financial year, the Department held operating leases under AASB 117 from the Department of Housing and Public Works (DHPW) for non-specialised, commercial office accommodation through the Queensland Government Accommodation Office (QGAO) and residential accommodation through the Government Employee Housing (GEH) program. Lease payments under these arrangements totaled \$3.6m. The department has been advised by Queensland Treasury and DHPW that, effective 1 July 2019, amendments to the framework agreements that govern QGAO and GEH will result in the above arrangements being exempt from lease accounting under AASB 16. This is due to DHPW having substantive substitution rights over the non-specialised, commercial office accommodation and residential premises assets used within these arrangements. From 2019-20 onwards, costs for these services will continue to be expensed as supplies and services expense when incurred.

The department has also been advised by Queensland Treasury and DHPW that, effective 1 July 2019, motor vehicles provided under DHPW's QFleet program will be exempt from lease accounting under AASB 16. This is due to DHPW holding substantive substitution rights for vehicles provided under the scheme. From 2019-20 onward, costs for these services will continue to be expensed as supplies and services expense when incurred. Existing QFleet leases, totaling \$0.33m, were not previously included as part of non-cancellable operating lease commitments.

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

	2019 \$'000	2018 \$'000
2 Appropriation revenue		
Reconciliation of payments from Consolidated Fund to appropriated revenue		
Budgeted appropriation revenue	81,668	85,476
Transfer to administered revenue, refer to Note 19	-	(195)
Lapsed appropriation revenue	(11,696)	(8,278)
Total appropriation receipts (cash)	69,972	77,003
Plus: Opening balance of deferred appropriation payable to Consolidated Fund	5,900	1,913
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(6,354)	(5,900)
Net appropriation revenue	69,518	73,016
Plus: Deferred appropriation payable to Consolidated Fund (expense)	6,354	5,900
Appropriation revenue recognised in statement of comprehensive income	75,872	78,916

Appropriations provided under the *Appropriation Act 2019* are recognised as revenue when received.

3 Grants and other contributions

Grants	2,037	4,926
Services received below fair value	330	393
Total	2,367	5,319

Grants, contributions and donations are generally non-reciprocal in nature and are recognised as revenue in the year in which the department obtains control over them which 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 arrangements.

4 Employee expenses

Employee benefits		
Wages and salaries	25,195	24,641
Employer superannuation contributions	3,640	3,530
Annual leave levy/expense	3,314	3,043
Sick leave expense	1,606	1,666
Long service leave levy/expense	532	537
Other employee benefits	530	712
	34,817	34,129
Employee related expenses		
Other employee related expenses	210	198
Workers' compensation premium	102	107
	312	305
Total	35,129	34,434

Employee benefits

Wages, salaries

Wages and salaries due, but unpaid at reporting date, are recognised in the Statement of Financial Position at the current salary rates.

As the department expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts.

Sick Leave

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. 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.

Annual leave and long service leave

The department is a member of the Queensland Government's Annual Leave and Long Service Leave Schemes. Under these schemes, a levy is paid to cover the cost of employees' annual leave (including leave loading and on costs) and long service leave.

These levies are expensed in the period in which they are payable. Amounts paid to employees for leave taken 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.

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 is reported in those financial statements pursuant to AASB 1049 Whole of Government and General Government Sector Financial Reporting.

Workers compensation premiums

The department pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. It is not employee benefits and is recognised separately as employee related expenses.

Key management personnel and remuneration disclosures are detailed in Note 5.

The number of employees on a full-time equivalent (FTE) based under the Minimum Obligatory Human Resource Information (MOHRI) classification methodology is:

	2019	2018
Number of full-time equivalent employees	303	297

5 Key Management Personnel (KMP) Disclosures and Related Party Transactions

Details of Key Management Personnel

The department's responsible Minister is identified as part of the department's KMP, consistent with additional guidance included in the revised version of AASB 124 *Related Party Disclosures*. That Minister is the Honourable Jackie Trad, Deputy Premier, Treasurer and Minister for Aboriginal and Torres Strait Islander Partnerships.

The following details for non-Ministerial KMP reflect those departmental positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2018-19 and 2017-18. Further information about these positions can be found in the body of the Annual Report under the section relating to Executive Management.

KMP for the department has been assessed as the department's Board which comprised the following positions at 30 June 2019:

Position	Position Responsibility
Director-General	The efficient, effective and economic administration of the department.
Deputy Director-General, Infrastructure & Coordination *	Coordinating the planning and implementation of Queensland Government infrastructure investment and to deliver economic and community participation outcomes for Aboriginal and Torres Strait Islander communities and individuals within North Queensland, Far North Queensland and Torres Strait.
Deputy Director-General, Culture and Economic Participation	Developing, leading and driving the development and implementation of culture and economic policy, strategic initiatives and programs.
Deputy Director-General, Policy and Corporate Services	Developing, leading and driving the development and implementation of social and economic policy, strategic initiatives, programs and corporate services.
Chief Finance Officer	Efficient and effective financial administration of the department.

* This position is no longer a member of the Board and Key Management Personnel.

KMP Remuneration Policies

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The department does not bear any cost of remuneration of Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet.

As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

Remuneration policy for the department's other KMP is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. Individual remuneration and other terms of employment (including motor vehicle entitlements) are specified in employment contracts.

Remuneration expenses for those KMP comprise the following components:

Short-term employee expenses, includes:

- salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position; and
- non-monetary benefits - consisting of provision of a carpark and fringe benefits tax applicable to the benefit.

Long-term employee expenses include amounts expensed in respect of long service leave entitlements earned.

Post-employment expenses include amounts expensed in respect of employer superannuation obligations.

Termination benefits include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

Department of Aboriginal and Torres Strait Islander Partnerships
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Note 5 Continued

Remuneration Expenses

The following disclosures focus on the expenses incurred by the department attributable to non-Ministerial KMP during the 2018-19 and comparatively in 2017-18.

2018 -19

Position	Short-Term Employee Expenses		Long-Term employee expenses \$'000	Post-employment expenses \$'000	Termination benefits \$'000	Total expenses \$'000
	Monetary expenses \$'000	Non-monetary benefits \$'000				
Director-General (from 7 August 2018)	385	-	8	46	-	439
Director-General (Acting) (ceased 6 August 2018)	37	1	1	2	-	41
Deputy Director-General, Infrastructure & Coordination (ceased 26 April 2019)	144	-	3	20	-	167
Deputy Director-General, Culture and Economic Participation (from 13 August 2018)	220	2	4	23	-	249
Deputy Director-General, Culture and Economic Participation (to 10 August 2018)	32	2		3	114	151
Deputy Director-General, Policy and Corporate Services (from 11 February 2019)	108	-	2	9	-	119
Deputy Director-General, Policy and Corporate Services (ceased 1 February 2019)	127	2	3	16	91	239
Chief Finance Officer	155	-	3	19	-	177

Some backfilling arrangements have been excluded on the basis of being immaterial in relation to the time spent in the role.

2017 -18

Position	Short-Term Employee Benefits		Long-Term employee expenses \$'000	Post employment expenses \$'000	Termination benefits \$'000	Total expenses \$'000
	Monetary expenses \$'000	Non-monetary benefits \$'000				
A/Director-General (from 12 December 2017)	168	4	3	12	-	187
Director-General (transferred 12 December 2017)	151	3	3	17	-	174
Deputy Director-General, Infrastructure & Coordination	219	-	5	24	-	248
Deputy Director-General, Culture and Economic Participation	209	4	4	19	-	236
Deputy Director-General, Policy (appointed Director-General (Acting) from 12 December 2017)	104	-	2	12	-	118
Deputy Director-General, Policy (Acting) (02/01/2018 to 30/6/2018)	104	3	2	10	-	119
Chief Operating Officer (vacated 11/06/2018)	221	3	5	24	160	413
Chief Finance Officer (from 11/09/2017)	121	-	2	14	-	137
Chief Finance Officer (ceased 25/10/2017)	30	1	1	6	-	38

Department of Aboriginal and Torres Strait Islander Partnerships
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Some backfilling arrangements have been excluded on the basis of being immaterial in relation to the time spent in the role.

Performance Payments

No Key Management personnel remuneration packages provide for performance or bonus payments.

Related Party Disclosures

There have been no transactions with people or entities related to Key Management personnel of the department during 2018-19.

Transactions with other Queensland Government-controlled entities

The department's primary ongoing sources of funding from Government for its services are appropriation revenue (Note 2) and equity injections, both of which are provided in cash via Queensland Treasury.

The department received Grants Revenue from the Department of Housing and Public Works of \$1.150 million primarily for Infrastructure development related works in remote and discrete Aboriginal and Torres Strait Island communities.

The Department of Innovation, Tourism Industry Development and the Commonwealth Games provided a \$0.200 million grant towards the Meeanjin Markets, a curated artisan market showcasing genuine Aboriginal and Torres Strait Islander arts and crafts.

The department received accommodation services from the Department of Housing and Public Works totalling \$4.643 million for lease and operating costs, and paid departmental owned property repair and maintenance of \$0.612 million.

The department received a range of corporate services, including Information Services, from the Department of Child Safety, Youth and Women on a fee for service basis of \$1.149 million.

The department received a range of corporate services from the Department of Communities, Disability Services and Seniors on a fee for service basis of \$0.353 million.

The department received human resources, finance and information technology services from the Department of Housing and Public Works (Queensland Shared Services) on a fee for service basis of \$1.007 million.

The Department of Natural Resources, Mines and Energy provided survey and spatial services in relation to the Cape York Peninsula Tenure Resolution Program of \$0.400 million and the department paid \$0.100 million for an Indigenous Graduate.

The department paid the Queensland Government Statisticians Office \$0.287 million for the provision of statistical data and reporting services.

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

	2019 \$'000	2018 \$'000
6 Supplies and services		
Service procurement	5,256	6,892
Professional and technical fees	5,158	6,305
Operating lease rentals *	3,554	3,438
Outsourced corporate and professional services	3,088	3,339
Property operational costs	1,320	1,228
Travel	1,305	1,237
Administration costs	992	1,027
Repairs and maintenance	591	360
Consultancies	527	63
Telecommunications	492	619
Computer operating costs	187	140
Minor plant and equipment	60	77
Other	170	188
Total	22,700	24,913
*Includes buildings, staff accommodation and operational vehicles		
7 Grants		
Grants - capital	11,270	10,818
Grants - operating	4,662	12,074
Sponsorships	55	85
Total	15,987	22,977
8 Other expenses		
Deferred appropriation payable to Consolidated Fund *	6,354	5,900
External audit fees **	155	114
Insurance premiums	70	64
Loss on disposal of non-current assets	12	-
Other expenses	66	238
Total	6,657	6,316

* Refer to Note 2 for details.

** The Auditor-General of Queensland is the department's external auditor. Total external audit fees relating to the 2018-19 financial statements are estimated to be \$0.140 million (GST exclusive) (2018 \$0.144 million). There are no non-audit services included in this amount.

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19

	2019 \$'000	2018 \$'000
9 Receivables		
Trade and other debtors	214	1,955
Less: allowance for impairment loss	(51)	(10)
	<u>163</u>	<u>1,945</u>
GST input tax credits receivable	296	643
GST payable	-	-
	<u>296</u>	<u>643</u>
Annual leave reimbursements	598	572
Long service leave reimbursements	376	285
Total	<u><u>1,433</u></u>	<u><u>3,445</u></u>

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

10 Property, plant and equipment

Land: At fair value		
Gross	1,530	1,530
Buildings: At fair value		
Gross	29,253	27,398
Less: Accumulated depreciation	(13,608)	(13,585)
	<u>15,645</u>	<u>13,813</u>
Plant and equipment: At cost		
Gross	1,660	1,693
Less: Accumulated depreciation	(948)	(776)
	<u>712</u>	<u>917</u>
Total	<u><u>17,887</u></u>	<u><u>16,260</u></u>

Property, plant and equipment reconciliation

	Land \$'000	Buildings \$'000	Plant & equipment \$'000	Total \$'000
Carrying amount at 1 July 2018	1,530	13,813	917	16,260
Acquisitions	-	15	38	53
Disposals	-	-	(12)	(12)
Transfer in from other Queensland Government entities *	-	2,136	-	2,136
Transfers between assets classes	-	(15)	15	-
Revaluation increments / (decrements)	-	250	-	250
Depreciation	-	(555)	(245)	(800)
Carrying amount at 30 June 2019	<u>1,530</u>	<u>15,645</u>	<u>712</u>	<u>17,887</u>
Carrying amount at 1 July 2017	1,535	15,257	785	17,577
Transfers between asset classes	-	(297)	294	(3)
Revaluation increments / (decrements)	(5)	(639)	-	(644)
Depreciation	-	(508)	(162)	(670)
Carrying amount at 30 June 2018	<u>1,530</u>	<u>13,813</u>	<u>917</u>	<u>16,260</u>

* Lockhart River Multi -Tenant Service Centre transferred to DATSIP on 1 July 2018 from the Department of Communities, Disability Services and Seniors.

Department of Aboriginal and Torres Strait Islander Partnerships
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Recognition and Acquisition

Property, plant and equipment thresholds

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

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

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

Expenditure on property, plant and equipment is capitalised where it is probable that the expenditure will produce future service potential for the department. Subsequent expenditure is only added to an asset's carrying amount if it increases the service potential or useful life of that asset. Maintenance expenditure that merely restores original service potential (lost through ordinary wear and tear) is expensed.

Accounting Policy – Cost of Acquisition

Actual cost is used for the initial recording of all non-current physical 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. However, any training costs are expensed as incurred.

Where assets are received free of charge, from another Queensland entity (whether as a result of a machinery-of-Government change or other involuntary transfer), the acquisition cost is recognised as the gross carrying amount in the books of the other entity immediately prior to the transfer together with any depreciation.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland Government entity, are recognised as assets and revenues at their fair value at the date of acquisition.

Revaluations of property, plant and equipment

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

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

Land and buildings are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment*, AASB 13 *Fair Value Measurement* and Queensland Treasury'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 generally undertaken at least once every five years. In interim years, land and buildings may be revalued by use of appropriate and relevant indices.

Materiality concepts under FRR 2B Materiality, are considered in determining whether the difference between the carrying amount and the fair value of an asset is material. 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 five per cent or greater (either positive or negative) change in the reported asset balances.

In 2016-17, the department transferred the former Retail Stores plant, equipment and working capital assets to Community Enterprise Queensland (CEQ), and retained control of the buildings. The buildings are exclusively held on Deed of Grant in Trust (DOGIT) land.

A Memorandum of Understanding was implemented on 1 May 2017 and renewed in December 2018, under which CEQ reimburses the department's depreciation expenses (2019 : \$0.4m).

(i) Land and buildings not on Deed of Grant in Trust (DOGIT) land

In 2018-19, the department engaged the State Valuation Service (SVS) to supply indices for the department's land and buildings.

Buildings were revalued based on a combination of desktop revaluation and indexation of 3.03% increase. This resulted in an increase in the Revaluation Reserve of \$.250m.

SVS advised no changes to the land values.

SVS were also engaged to componentise major assets for the first time This componentisation was undertaken through a desktop revaluation based on information held by SVS through prior revaluation engagements.

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

Land is valued at a nominal value of \$1 per parcel as land is held in trust for the local community.

**Department of Aboriginal and Torres Strait Islander Partnerships
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In 2018-19, the department engaged the State Valuation Service (SVS) to undertake a desktop valuation for the Retail Stores buildings and associated building assets and supply indices for land values. The buildings have been componentised and those components separately valued and useful lives assessed.

The indices are either publicly available, or are derived from available market information. SVS provides assurance of their robustness, validity and appropriateness for application to the relevant assets.

As there is no active market for departmentally-owned buildings on DOGIT land, the current replacement cost approach is used.

Current replacement cost reflects the current cost that would be required to replace the service capacity of the asset as it currently exists. The cost is estimated to be the amount that would be incurred by a market participant to acquire or construct a substitute asset, adjusted for obsolescence.

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.

All assets 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
Level 2 represents fair value measurements that are substantially derived from inputs (other than quoted prices
Level 3 represents fair value measurements that are substantially derived from unobservable inputs.

None of the department's valuations of assets are eligible for categorisation into level 1 of the fair value hierarchy.

Buildings on DOGIT land comprise the majority of the department's non-current assets and are valued using the Current Replacement Cost method. As such these are considered to be specialised buildings and categorised into level 3 of the fair value hierarchy. None of the department's valuations are eligible for categorisation into level 1 of the fair value hierarchy. There were asset transfers between fair value hierarchy levels during 2018-19 due to further assessment and these are outlined in the table below:

	2018 \$'000	2019 \$'000	Movement
Buildings			
Level 2	13,753	2,321	-11,432
Level 3	59	13,166	13,107

Fair value

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 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 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, 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 depreciated.

Department of Aboriginal and Torres Strait Islander Partnerships
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2019
\$'000

2018
\$'000

Divestment Program

DATSIP is the trustee of various reserve lands located within discrete indigenous communities, urban communities and Islands in the Torres Strait, some of which have community facilities attached used by the local communities. The Department is progressing options to transfer these assets to Traditional Owners or local councils.

These assets include:

- Olandi Hall, Thursday Island (land held in trust and buildings)
- Mona Mona (land held in trust and a meeting shed)
- Vacant land, Thursday Island
- Residential dwellings and land held in trust, Irvinebank
- A number of reserves in remote locations in the Torres Strait and on the mainland – the majority of these reserves are valued at \$1 in accordance with The Land Act 1994 which enables unallocated state land held in trust for the local community to be valued at a nominal amount

11 Payables

Deferred appropriation payable to Consolidated Fund	6,354	5,900
Trade creditors	1,729	1,629
Grants payable	637	799
Other	17	16
Total	8,737	8,344

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase price. Amounts owing are unsecured and are settled according to individual vendor's terms which are generally 7, 15 or 30 days.

12 Accrued employee benefits

Annual leave levy payable	841	749
Wages and salaries payable	619	745
Long service leave levy payable	160	154
Total	1,620	1,648

13 Asset revaluation surplus by class

	Land \$'000	Buildings \$'000	Total \$'000
Carrying amount at 1 July 2017	941	4,100	5,041
Net revaluation increments / (decrements)	(5)	(639)	(644)
Carrying amount at 30 June 2018	936	3,461	4,397
Carrying amount at 1 July 2018	936	3,461	4,397
Net revaluation increments / (decrements)	-	250	250
Carrying amount at 30 June 2019	936	3,711	4,647

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	2019 \$'000	2018 \$'000
14 Commitments for expenditure		
(a) Non-cancellable operating lease commitments		
Commitments under operating leases at reporting date (inclusive of non-recoverable GST input tax credits) are payable:		
- No later than one year	3,487	3,067
- Later than one year and no later than five years	12,903	11,804
- Later than five years	25,194	27,471
Total	<u>41,584</u>	<u>42,342</u>
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/s. No purchase options exist in relation to operating leases and no operating leases contain restrictions on financing or other leasing activities.		
(b) Grants expenditure commitments		
Grants commitments (inclusive of non-recoverable GST input tax credits) the department has committed to provide at 30 June but not recognised in the accounts are payable:		
- No later than one year	2,553	6,199
- Later than one year and no later than five years	187	-
Total	<u>2,740</u>	<u>6,199</u>
(c) Other expenditure commitments		
Other expenditure (inclusive of non-recoverable GST input tax credits) committed at the end of the year but not recognised in the accounts are payable:		
- No later than one year	2,909	4,692
- Later than one year and no later than five years	28	1,136
Total	<u>2,937</u>	<u>5,828</u>

15 Contingencies

Litigation in progress

The department is party to a range of litigation matters covered under the department's Queensland Government Insurance Policy (QGIF) and the cost for each case is limited to a \$10,000 excess payment.

The department is involved in a construction contractual dispute that will be resolved through an arbitration process expected to be undertaken in October 2019. At reporting date, it is not possible to estimate the likely outcomes of the mediation process. Any payment that may be awarded to the other entity is not covered under QGIF.

Natural Disaster Funding Program

The department incurred \$0.1 million in staff overtime as part of the State Government's response efforts to natural disasters in 2018-19. These costs may be reimbursable from the Queensland Reconstruction Authority (QRA) under disaster recovery funding arrangements. The QRA will consider the claim for reimbursement in 2019-20.

Enterprise Bargaining Agreement

Negotiation of the State Government Entities Certified Agreement is continuing with the matter referred to Arbitration.

The matter is listed for a mention before the Queensland Industrial Relations Commission on 13 September 2019.

At the date of this report, outcomes from the ongoing negotiation process are unable to be quantified.

16 Events after the balance date

The Cape York Peninsula Tenure Resolution Program is transferring to the Department of Environment and Science (DES), with an effective date of 1 July 2019.

Budgeted appropriation revenue of \$3.159 million in 2019-20 and \$1.703 million ongoing will be reallocated to DES. Equity funds of \$6 million will also be transferred.

Under this arrangement, twelve staff will be transferred, with an estimated employee benefits liability amount of \$0.140 million at reporting date.

17 Financial risk disclosures

Financial instrument categories

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

	Note	2019 \$'000	2018 \$'000
Financial assets			
Cash and cash equivalents		21,165	14,379
Financial assets at amortised cost:			
Receivables	9	1,433	3,445
Total financial assets		22,598	17,824
Financial liabilities			
Financial liabilities at amortised cost:			
Payables	11	8,737	8,344
Total financial liabilities at amortised cost		8,737	8,344

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

Risks arising from financial instruments

(a) Risk exposure

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 by the accounting and reporting division under policies approved by the department. The department provides written principles for overall risk management, as well as policies covering specific areas.

The department's activities expose it to credit and liquidity financial risks as set out in the following table:

Risk exposure	Definition	Exposure
Credit risk	The risk that the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The department is exposed to credit risk in respect of its receivables (Note 9).
Liquidity risk	The risk that the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The department is exposed to liquidity risk in respect of its payables (Note 11).
Market risk	The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.	The department does not trade in foreign currency and is not materially exposed to commodity price changes or other market prices. The department is not exposed to interest rate risk.

(b) Risk measurement and management strategies

Risk exposure	Measurement method	Risk management strategies
Credit risk	Ageing analysis	The department manages credit risk through the use of a credit management strategy. Exposure to credit risk is monitored on a timely basis.
Liquidity risk	Sensitivity analysis	The department manages liquidity risk through the use of a liquidity management strategy. This strategy aims to reduce the exposure to liquidity risk by ensuring the department has sufficient funds available to meet employee and supplier obligations as they fall due.

Credit risk disclosures

Credit risk management practices

The maximum exposure to credit risk at balance date is the gross carrying amount of these assets inclusive of any allowances for impairment.

Financial assets past due but not impaired	Overdue				Total
	1 to 30 days	31 - 60 days	61 - 90 days	Greater than 90 days	
	\$'000	\$'000	\$'000	\$'000	\$'000
Receivables 2019	1,357	2	59	15	1,433
Receivables 2018	3,440	2	-	3	3,445

	2019 \$'000	2018 \$'000
Movement in loss allowance for trade and other debtors		
Loss allowance as at 1 July	10	-
Increase/decrease in allowance recognised in operating result	36	10
Amounts written-off during the year	-	-
Loss allowance as at 30 June	<u>46</u>	<u>10</u>

Movement in loss allowance for trade and other debtors

Liquidity Risk

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

Financial liabilities	Payable in			Total \$'000
	< 1 year \$'000	1-5 years \$'000	> 5 years \$'000	
Payables 2019	8,737	-	-	8,737
Payables 2018	8,344	-	-	8,344

Department of Aboriginal and Torres Strait Islander Partnerships
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	2019 \$'000	2018 \$'000
18 Schedule of administered items		
The department administers, but does not control, certain resources on behalf of the government. It has responsibility for administering those activities and related transactions and balances efficiently and effectively.		
Administered Income		
Appropriation revenue	10,213	12,461
Grants and other contributions	900	1,800
Total Administered Income	<u>11,113</u>	<u>14,261</u>
Administered expenses		
Grants *	11,113	14,261
Operating surplus/(deficit)	<u>-</u>	<u>-</u>
Administered assets		
Cash	103	103
Total assets	<u>103</u>	<u>103</u>
Net administered assets	<u>103</u>	<u>103</u>
Administered equity		
Contributed equity	68	68
Accumulated surplus	35	35
Total administered equity	<u>103</u>	<u>103</u>
* Grants		
Western Cape Communities Co-Existence Agreement	7,843	10,148
The funding for the royalty payments is to meet the annual payment the Queensland Government pays to the trustee of the Western Cape Community Trust under the Western Cape Communities Co-Existence Agreement. The objective of the Trust is to promote and benefit the general welfare of the communities described in the Western Cape Co-Existence Agreement, including the Aboriginal communities and Traditional Owners of Western Cape York Peninsula.		
Family Responsibilities Commission	3,270	4,113
The Family Responsibility Commission (FRC) is jointly funded by the State and Commonwealth governments. Payments to the FRC are for operating costs for the Commission to support welfare reform and community members restore socially responsible standards of behaviour, local authority and wellbeing.		
	<u>11,113</u>	<u>14,261</u>
19 Reconciliation of Payments from Consolidated Fund to Administered Income		
Budgeted appropriation	10,213	12,266
Transfer from appropriation revenue, refer to Note 2	-	195
Lapsed Appropriation	-	-
Total administered receipts	<u>10,213</u>	<u>12,461</u>
Less: Opening balance of appropriation revenue receivable	-	-
Plus: Closing balance of appropriation revenue receivable	-	-
Administered income recognised in Note 18	<u>10,213</u>	<u>12,461</u>

Department of Aboriginal and Torres Strait Islander Partnerships
Notes to and forming part of the financial statements 2018-19
20 Budget vs Actual Comparison

Explanations of Major Variances

Controlled Items

<i>Appropriation revenue</i>	The decrease in appropriation revenue of \$5.8m principally reflects net funding deferred to 2019-20 to advance programs that continue into 2019-20, including land and infrastructure initiatives (\$2.2m), the Cape York Peninsula Tenure Resolution Program (\$1.3m), and programs in support of the implementation of the Queensland Government's response to the Queensland Productivity Commission's Final Report of the Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities (\$2.4m).
<i>Grants and other contributions</i>	The increase in grants and other contributions of \$1.8m principally reflects funding from the Department of Housing and Public Works (DHPW) to implement remote indigenous land and infrastructure initiatives agreed to post the publication of the State Budget (\$0.95m) and contributions from other state government agencies (\$0.6m) to support the department fund a range of one-off grant outlays agreed to post the publication of the State Budget. Grants and contributions revenue also includes \$0.46m recognised in relation to services to be undertaken on behalf of the Queensland Mental Health Commission (QMHC) to improve mental health outcomes within Aboriginal and Torres Strait Islander communities under a Memorandum of Understanding (MOU) adopted post the publication of the State budget.
<i>Other revenue</i>	Other revenue principally reflects revenue from Community Enterprise Queensland (CEQ) for the reimbursement of Retail Stores depreciation expenses under the terms of the Memorandum Of Understanding (\$0.4m).
<i>Supplies and services</i>	The decrease in Supplies and services by \$9.1m compared to budget is principally related to net funding deferred to 2019-20 to advance a range of programs including land and infrastructure initiatives (\$2.4m), work history research (\$1.5m), Cape York Peninsula Tenure Resolution Programs (\$0.6m) and programs in support of the implementation of the Queensland Government's response to the Queensland Productivity Commission's Final Report of the Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities (\$2.9m).
<i>Grants</i>	The decrease in Grants by \$2.8m compared to budget is principally related to funding deferred to 2019-20 to advance land and infrastructure initiatives and the Cape York Peninsula Tenure Resolution Program.
<i>Depreciation</i>	The increase in depreciation of 0.36m reflects the effects of reduced assessed useful lives for certain office accommodation fitouts and an increase in the depreciation expenses for the Retail Stores buildings.
<i>Other expenses</i>	The increase in other expenses of \$6.4m is principally due to appropriation revenue payable of \$6.3m. This amount reflects funds to be spent on initiatives that are continuing into 2019-20 including land and infrastructure programs (\$2.5m); economic development programs (\$1m) and work history research (\$0.4m).
<i>Operating result</i>	The Operating deficit of \$2.43m reflects expenditure on infrastructure development initiatives for which funds were received in prior years from commonwealth and state agencies. This includes expenditure of \$2.7m relating to the Kickstart Mossman Gorge infrastructure initiative funded through prior year revenues.
<i>Cash and Cash equivalents</i>	The increase in cash assets of \$13.1m reflects appropriation and equity funds to be spent on a range of initiatives, including \$6m equity funds assigned to finance the acquisition of land for which a contract could not be achieved by June 30 as forecast. The cash balance also includes \$6.3m appropriation revenues that are being deferred to 2019-20 to fund continuing programs. The cash balance also includes \$0.5m in revenue recognised in 2018-19 relating to programs that will be delivered in 2019-20, including \$0.46m relating to the QMHC MOU.
<i>Receivables</i>	The decrease in Receivables of \$1.3m principally reflects lower outstanding contributions from the Department of Housing and Public Works for infrastructure program initiatives compared to original budget estimates.
<i>Property, plant and equipment</i>	The property, plant and equipment Original Budget reflected an expected land acquisition of \$6m in 2018-19, however a contract could not be achieved by June 30 as forecast.
<i>Payables</i>	Payables are higher than forecast, primarily reflecting appropriation payable of \$6.3m which represents funds to be spent on a range of initiatives continuing into 2019-20.
<i>Asset Revaluation Surplus</i>	This variance of \$0.25m substantially arises from an unanticipated and unbudgeted revaluation increase during the year for the department's buildings.
<i>GST</i>	Other cash inflows and outflows reflect GST collected from suppliers and remitted to the Australian Taxation Office. There is a net inflow of \$0.347m in FY 19.
Administered Items	
<i>Appropriation revenue</i>	The decrease in administered appropriation revenue of \$2.3m reflects lower royalty payment requirements under the Western Cape Communities Co-Existence Agreement.
<i>Grants and other contributions</i>	The increase in grants and other contributions reflects the Commonwealth Government's 2018-19 contribution to the operating costs of the Family Responsibilities Commission, which was agreed to post the publication of the 2018-19 State Budget (\$0.9m).

CERTIFICATE OF THE DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS

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;
- 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 Partnerships for the financial year ended 30 June 2019 and of the financial position of the department at the end of that year; and

The Director-General, as the Accountable Officer of the Department, acknowledges responsibility under s.8 and s.15 of the *Financial and Performance Management Standard 2009* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.

Tim Hodda, FCPA
Chief Finance Officer

28 August 2019

Dr Chris Sarra, PhD
Director-General

28 August 2019

INDEPENDENT AUDITOR'S REPORT

To the Accountable Officer of the Department of Aboriginal and Torres Strait Islander Partnerships

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of the Department of Aboriginal and Torres Strait Islander Partnerships.

In my opinion, the financial report:

- a) gives a true and fair view of the department's financial position as at 30 June 2019, and its financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2009 and Australian Accounting Standards.

The financial report comprises the statement of financial position and statement of assets and liabilities by major departmental service as at 30 June 2019, the statement of comprehensive income, statement of changes in equity, statement of cash flows and statement of comprehensive income by major departmental service for the year then ended, notes to the financial statements including summaries of significant accounting policies and other explanatory information, and the management certificate.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General of Queensland Auditing Standards*.

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

Key audit matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial report of the current period. I addressed these matters in the context of my audit of the financial report as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

Valuation of Buildings (\$15.645 million as at 30 June 2019)

Refer to note 10 in the financial report

Key audit matter	How my audit addressed the key audit matter
<p>Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) specialised buildings were measured at fair value at balance date using the current replacement cost method that comprises:</p> <ul style="list-style-type: none"> • Gross replacement cost, less • Accumulated depreciation <p>DATSIP derived the gross replacement cost of its buildings at balance date using unit prices that required significant judgements for:</p> <ul style="list-style-type: none"> • identifying the components of buildings with separately identifiable replacement costs • developing a unit rate for each of these components, including: <ul style="list-style-type: none"> – estimating the current cost for a modern substitute (including locality factors and oncosts), expressed as a rate per unit (e.g. \$/square metre). – identifying whether the existing building contains obsolescence or less utility compared to the modern substitute, and if so estimating the adjustment to the unit rate required to reflect this difference. <p>The measurement of accumulated depreciation involved significant judgements for forecasting the remaining useful lives of assets.</p> <p>The significant judgements required for gross replacement cost and useful lives are also significant for calculating annual depreciation expense.</p> <p>Fair value measurements for DATSIP's land involved significant judgement due to an absence of recent sales data for land with similar characteristics or restrictions on use.</p>	<p>My procedures included, but were not limited to:</p> <ul style="list-style-type: none"> • Assessing the appropriateness of the building components used for measuring gross replacement cost with reference to DATSIP's asset management plans and internal control environment, and common industry practices. • For unit rates: <ul style="list-style-type: none"> – Assessing the competence, capability and objectivity of the experts used by the entity to develop the models. – Obtaining an understanding of the methodology used and assessing its appropriateness with reference to common industry practices. – On a sample basis, evaluating the relevance, completeness and accuracy of source data used to derive the unit rate of the: <ul style="list-style-type: none"> ○ modern substitute (including locality factors and oncosts) ○ adjustment for excess quality or obsolescence. • Evaluating useful life estimates for reasonableness by: <ul style="list-style-type: none"> – Reviewing management's annual assessment of useful lives. – Ensuring that no component still in use has reached or exceeded its useful life. – Reviewing for assets with an inconsistent relationship between condition and remaining useful life. • Obtaining an understanding of the methodology used with reference to common industry practices. • For a sample of land parcels, evaluating the reasonableness of market values through comparison with recent sales of similar land

Responsibilities of the department 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 the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2009 and Australian Accounting Standards, and for such internal control as the Accountable Officer determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Accountable Officer is also responsible for assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the department or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of the department's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the department.
- Conclude on the appropriateness of the department's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the department's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the department to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

From the matters communicated with the Accountable Officer, I determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2019:

- a) I received all the information and explanations I required.
- b) In my opinion, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

29 August 2019

John Welsh
as delegate of the Auditor-General

Queensland Audit Office
Brisbane