

ANNUAL REPORT

2017-2018



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—our First Australians—give strength, inspiration and courage to current and future generations, both Indigenous and non-Indigenous, 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 fearlessly 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.

DIRECTOR- GENERAL'S MESSAGE



I am pleased to present the Department of Aboriginal and Torres Strait Islander Partnerships' Annual Report for 2017–2018. Queensland is home to two of the world's oldest living cultures, and we stand with unwavering determination as the only state with a department dedicated to the pursuit of positive life outcomes for, with and alongside our First Australians.

A sense of shared opportunities

I am inspired by the number of Aboriginal and Torres Strait Islander Queenslanders who are succeeding at the highest levels of industry, government, politics and service sectors. Increasingly, educational outcomes also continue to improve for Aboriginal and Torres Strait Islander students, with the credentialing of Year 12 students matching the overall population.

Now is the opportunity to work smarter and stand stronger in our pursuits to enable Aboriginal and Torres Strait Islander Queenslanders to move beyond surviving to thriving.

The department works across the state, including in Queensland's most remote and discrete Aboriginal and Torres Strait Islander communities. While this presents unique challenges, we also recognise that long distances are not a barrier to better outcomes.

This is why in 2017–2018 we progressed the Queensland Government's commitment to reframe relationships with Aboriginal peoples and Torres Strait Islander peoples to achieve positive outcomes by working collaboratively, and in genuine partnership, with communities.

Our achievements in 2017–2018

Economic participation

Our department is committed to enabling Aboriginal peoples and Torres Strait Islander peoples to participate fully in Queensland's vibrant economic, social and cultural life. Economic participation is a critical component of this agenda. It includes driving the whole-of-government *Moving Ahead* strategy to increase Aboriginal and Torres Strait Islander participation in the public sector, supporting economic development opportunities for Traditional Owners, and generating jobs in a strong economy.

During 2017–2018, the department delivered three additional Strategic Partnership Agreements (Memoranda of Understanding) bringing the total to 13 current partnerships designed to improve employment outcomes. The department also supported Aboriginal and Torres Strait Islander businesses to thrive through 30 key projects as part of the Enterprise Queensland Indigenous Program (EQulP).

Throughout the year, we also accomplished other significant milestones including assisting 25 families to achieve home ownership; facilitating a first home ownership outcome in the Torres Strait Islands by providing practical support and resolving longstanding land tenure issues; partnering with local, state and federal government agencies to make available housing lots to support social housing needs and in turn generating 563 construction jobs in discrete and remote communities; and facilitating employment for 86 apprentices and trainees through the Building and Construction Training Policy.

The department was also able to leverage more than \$18 million of employment, training and business supply through infrastructure projects; and to transfer more than 103,000 hectares of land to Aboriginal ownership, resulting in an extension of the largest jointly managed national park on Cape York Peninsula, which now covers an area of 373,230 hectares.

Community participation

The department continues to support caring and connected communities through initiatives designed to give all our children a great start and keep Queenslanders happy, healthy and safe. Key highlights included the launch of the Queensland Government Reconciliation Action Plan 2018–2021, including 69 targets and 18 actions towards social, economic and cultural outcomes; the activation of the Celebrating Reconciliation Small Grants Program to provide \$300,000 over three years to support annual grassroots reconciliation events; the recruitment of Domestic and Family Violence Senior Project Officers; supporting the implementation of the Aurukun four-point plan; and supporting the Ministerial and Government Champions Program.

Almost \$9.5 million in payments to eligible Aboriginal and Torres Strait Islander Queenslanders were provided through the Queensland Government's \$21 million Reparations Scheme. I would like to extend my thanks to the Reparations Taskforce that was led by Mr Mick Gooda for facilitating this important work.

Policy reforms

In June 2018, the Queensland Government provided its response to the Queensland Productivity Commission Inquiry Report into service delivery in remote and discrete Aboriginal and Torres Strait Islander communities. I would like to acknowledge the significant input from Queensland's Aboriginal and Torres Strait Islander communities and other stakeholders to this report.

The report outlines reforms and recommendations, many of which align with work already underway across government and our department, to implement place-based, empowering approaches that support Aboriginal and Torres Strait Islander communities. This includes the establishment of Queensland's first social reinvestment trial in partnership with Yarrabah and Cherbourg Aboriginal Shire Councils; the launch of the Queensland Indigenous Procurement Policy; and continuing work with Aboriginal and Torres Strait Islander communities that have Alcohol Management Plans in place and supporting them with the management of alcohol in their communities.

Our people

Our workforce is capable, committed and diverse, with 36.4 per cent of the department's staff, including at the executive and senior management level, identifying as Aboriginal and Torres Strait Islander.

As part of our commitment to improving workplace culture, the department engaged in the whole-of-government Capability Blueprint process to measure our strengths, capabilities and opportunities against the core capabilities of leadership, strategy and delivery. Senior management has considered the Blueprint findings and will soon determine appropriate strategies to enhance both our workplace and service delivery to the community.

As we reflect on recent achievements and look determinedly to the future, I would like to acknowledge and offer my heartfelt thanks to Tammy Williams for her tenacious leadership and effort during her time as Acting Director-General. Tammy demonstrated tremendous professionalism, leadership and compassion and I am very grateful for this.

Our future directions

The Queensland Government has allocated more than \$11 million in the 2018–2019 State Budget for the department to deliver positive initiatives identified by Aboriginal and Torres Strait Islander Queenslanders.

We will channel our best efforts, as one department, with collective capability to deliver exceptional outcomes in partnership with our strategic partners and Aboriginal and Torres Strait Islander Queenslanders.

Dr Chris Sarra
Director-General



DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS



20 September 2018

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 2017–2018, 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*
- detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements can be found at page 106 of this annual report.

Yours sincerely

Dr Chris Sarra
Director-General

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01

ABOUT **OUR DEPARTMENT**

Our 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.

Our 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.

Our 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, we demonstrate our commitment to the following five Queensland Public Service values:

Our principles

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.



Customers first

We strive to know the needs of our customers; deliver on policies, programs and services that matter to them; and make decisions that impact on our customers with empathic understanding.



Unleash potential

We expect to see positive outcomes from the policies, programs and services we deliver; and achieve this by leading and setting clear expectations for ourselves and improving what is delivered by seeking, providing and acting on feedback.



Ideas into action

We work closely with our customers and partners to challenge norms and suggest solutions; and to encourage and embrace new ways of doing things.



Be courageous

We take responsibility for our actions, successes and mistakes. Our risks are calculated and considered. We act with transparency.



Empower people

We lead, empower and trust our customers, partners and colleagues. We work with the strengths of others and commit to a process of continuous improvement.

OUR ROLE

Our department provides whole-of-government leadership and delivers policies, programs and services to improve economic and community participation outcomes for Aboriginal and Torres Strait Islander Queenslanders.

We believe that economic and community participation outcomes for Aboriginal and Torres Strait Islander Queenslanders can be achieved by delivering policies, programs and services that support the strategic objectives outlined in our 2017–2021 Strategic Plan.

The key focus of our work is on:

Increasing economic participation outcomes by:

- creating new employment and business opportunities
- providing job placement support to ensure job ready candidates
- creating pathways to achieve home ownership in remote and discrete Aboriginal and Torres Strait Islander communities
- facilitating the implementation of the whole-of-government *Moving Ahead* strategy
- transferring identified state-owned lands and national parks to formal Aboriginal ownership in Far North Queensland
- leading the coordination and implementation of infrastructure investment programs to enable economic development, community capacity building, and long-term skills development of local Aboriginal peoples and Torres Strait Islander peoples.

Improving community participation outcomes by:

- supporting programs and policies that advocate across government to close the gap on Aboriginal and Torres Strait Islander disadvantage
- promoting reconciliation for Aboriginal peoples and Torres Strait Islander peoples through the Reparations Scheme
- working with communities to co-design and implement effective place-based reforms to improve outcomes for local residents
- supporting whole-of-government initiatives to reduce domestic and family violence, youth sexual violence and abuse, and the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care, and to ensure community safety
- connecting Aboriginal peoples and Torres Strait Islander peoples with their community and family histories
- delivering the Welfare Reform program in remote communities

- influencing agencies at all levels of government, industry and community to prioritise outcomes for Aboriginal peoples and Torres Strait Islander peoples
- administering and managing cultural heritage legislation.

OUR CUSTOMERS AND PARTNERS

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

In 2017–2018, the department remained committed to knowing our customer communities by:

- partnering with regional Aboriginal organisations to transfer land and national parks on Cape York Peninsula to Aboriginal ownership, create new jointly managed protected areas, and increase economic development opportunities for local Aboriginal peoples
- working with the Queensland Productivity Commission in its inquiry into service delivery in remote and discrete communities and developing a Queensland Government response to confirm our commitment to improve outcomes for residents of remote and discrete communities
- partnering with Aboriginal and Torres Strait Islander shire councils on infrastructure programs and projects for economic development and for training and employment
- working with Registered Native Title Body Corporates to deliver infrastructure projects and programs in communities where Native Title has been determined for Traditional Owners
- collaborating with the building and construction industry on job creation and economic development in Aboriginal and Torres Strait Islander communities in Queensland
- contributing to the Northern Australia agenda with Queensland Treasury, the Indigenous Reference Group (specific to the Northern Australia agenda) and the Department of the Prime Minister and Cabinet on behalf of the Queensland Government and with the jurisdictions of the Northern Territory and Western Australia
- engaging with Aboriginal and Torres Strait Islander jobseekers and business owners, industry peak bodies, the corporate sector and government agencies to better understand their ambitions, needs and contributions relating to employment and business supply outcomes.

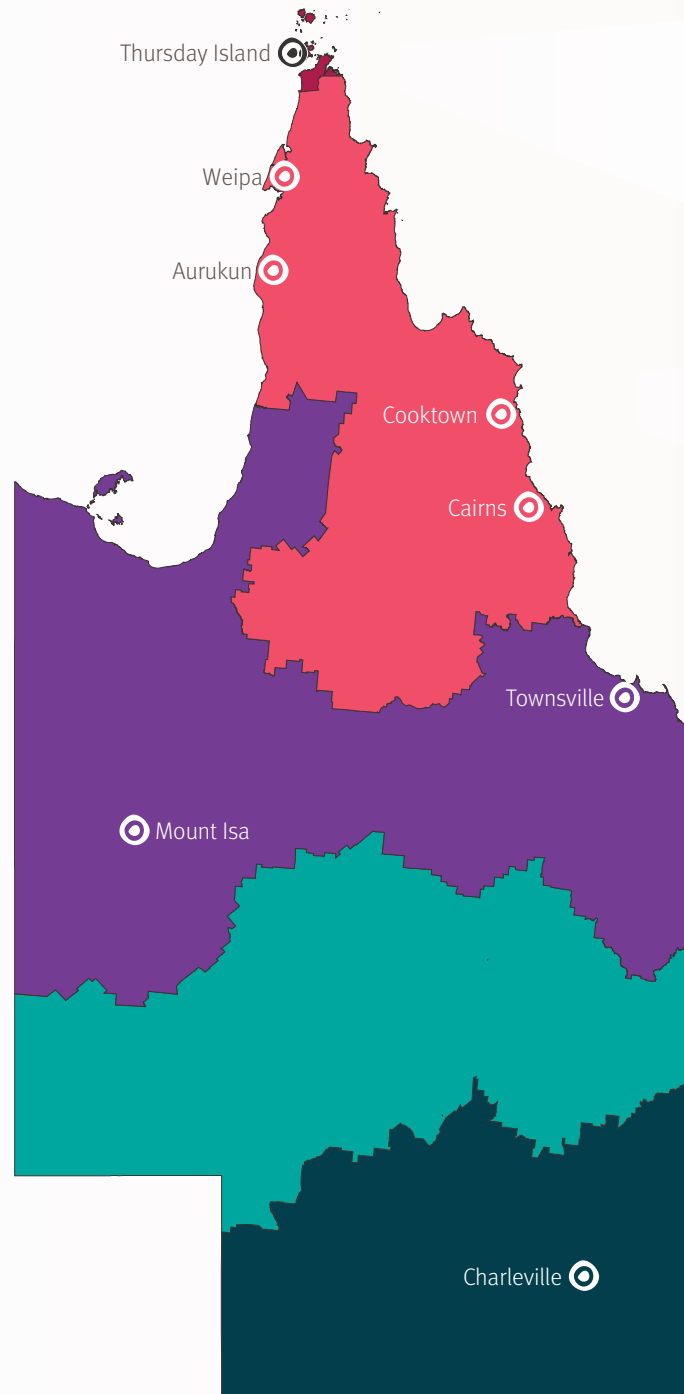
OUR SERVICES

The department has service centres in major regional locations throughout Queensland, including the Brisbane central business district. Service delivery staff work with community leaders, funded service providers, businesses and other layers of government to lead and contribute to key initiatives of the Queensland Government that provide appropriate, accessible and quality services to Aboriginal and Torres Strait Islander Queenslanders.


Regional services

-  Employment and procurement
-  Land and infrastructure
-  Reparations Scheme
-  Cultural heritage services
-  Community and personal history services
-  Welfare Reform program
-  Family and community safety initiatives
-  Services centres

* refers to Aboriginal and Torres Strait Islander Queensland population figures only, based on the Australian Bureau of Statistics 2016 Census.



SOUTH WEST QUEENSLAND REGION	
SERVICE CENTRES Toowoomba, Charleville, Ipswich	POPULATION* 23,173 people
SERVICES	
	


TORRES REGION	
SERVICE CENTRES Thursday Island	POPULATION* 9066 people
SERVICES 	

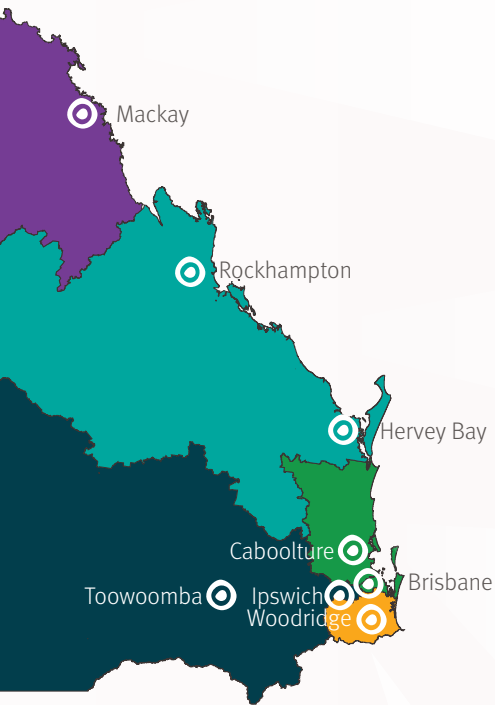
FAR NORTH QUEENSLAND REGION	
SERVICE CENTRES Cairns, Aurukun, Cooktown, Weipa	POPULATION* 32,253 people
SERVICES 	

NORTH QUEENSLAND REGION	
SERVICE CENTRES Townsville, Mount Isa, Mackay	POPULATION* 33,677 people
SERVICES 	

CENTRAL QUEENSLAND REGION	
SERVICE CENTRES Rockhampton, Hervey Bay	POPULATION* 24,947 people
SERVICES 	

SOUTH EAST QUEENSLAND (NORTH) REGION	
SERVICE CENTRES Brisbane, Caboolture	POPULATION* 42,245 people
SERVICES 	

SOUTH EAST QUEENSLAND (SOUTH) REGION	
SERVICE CENTRES Woodridge	POPULATION* 20,326 people
SERVICES 	



OUR LEADERSHIP— CLOSING THE GAP

Our department has an important role to play in leveraging and revitalising state-wide strategies to close the gap between Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders.

In response to the *Closing the Gap Prime Minister's Report 2017*, the department is leading and driving an accelerated, whole-of-government action to build on, leverage and revitalise the state-wide strategies that Queensland Government agencies are progressing to close the gap.

The report highlighted areas of success and areas for improvement nationally. There are several positives highlighted in the report, showing we are giving Aboriginal and Torres Strait Islander children and young people a strong start in life.

We do this by working with:

- communities to co-design place-based reforms to increase outcomes for local residents
- partners, such as the Department of Education, to increase kindergarten enrolment among Aboriginal and Torres Strait Islander children
- health organisations, contributing to a decrease in child mortality rates (0–4 years) and an increase in immunisation rates among Aboriginal and Torres Strait Islander children aged 5 years
- schools to achieve significant increases in Aboriginal or Torres Strait Islander Year 12 or equivalent attainment rates.

OUR WORK TOWARDS CLOSING THE GAP

BETWEEN ABORIGINAL AND
TORRES STRAIT ISLANDER
AND NON-INDIGENOUS
QUEENSLANDERS

National target:

**Increase levels of
Year 12 attainment or
equivalent qualification
(20–24 years)**

Strategies:

Supported Queensland Aboriginal and Torres Strait Islander Foundation to deliver its scholarships program for Year 11 and 12 students.

National target:

**Halve the gap in
mortality rates for
children under five
(by 2018)**

National target:

**Improve life
expectancy within
a generation
(by 2031)**

Strategies:

- *promoted the National Disability Insurance Scheme to Aboriginal peoples and Torres Strait Islander peoples*
- *assisted communities to establish social norms, re-establish local authority and maximise local decision-making*
- *worked with our partners to reduce family and domestic violence*
- *implemented strategies and initiatives to reduce alcohol-related harm*
- *implemented strategies and initiatives to reduce the over-representation of children in the child protection system*
- *influenced Queensland Government agencies to deliver services in a culturally appropriate way.*

National target:

**95% of all
Indigenous four-year-olds
enrolled in early childhood
education (by 2025)**

Strategies:

Worked with the Department of Education and with Aboriginal and Torres Strait Islander communities to develop strategies to increase early childhood enrolment and attendance and increase school attendance.

National target:

**Halve the gap in
employment outcomes within
a decade (by 2018)**

Strategies:

- *facilitated jobs for Aboriginal and Torres Strait Islander candidates*
- *provided pre and post-employment support to employees and employers*
- *facilitated the development of programs for employment, business skills and procurement*
- *influenced Queensland Government agencies to broker goods and services from Aboriginal and Torres Strait Islander businesses.*

National target:

**Increase school
attendance within five years
(by 2018)**

Strategies:

Worked with the Department of Education and with Aboriginal and Torres Strait Islander communities to support school attendance.

OUR ORGANISATIONAL STRUCTURE

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

The department's organisational structure, as at 30 June 2018 is provided at Figure 1.

Figure 1: Organisational structure



OUR GOVERNANCE

Our Minister

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

"As the Minister for Aboriginal and Torres Strait Islander Partnerships, I truly believe that recognising, respecting and valuing Aboriginal and Torres Strait Islander cultures and history is fundamental to being a responsive government for all Queenslanders."



Our governing legislation

The Minister, through the department, administers a number of Acts of Parliament and relevant sections of other Acts from which the department derives its functions and powers. These include the:

- *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 on page 95.

Our Board

The Department of Aboriginal and Torres Strait Islander Partnerships' (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. As the Director-General is the Chair of the board, 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, each of which is accountable to the board for its decisions.

The department's strategic boards and committees are as follows:

- DATSIP Board
- Executive Leadership Team
- DATSIP Finance Committee
- DATSIP Regional Service Delivery Forum
- ICT Steering Committee
- Audit and Risk Committee
- Agency Consultative Committee
- Welfare Reform Advisory Board
- Family Responsibilities Board
- Remote Indigenous Land and Infrastructure Program Office Board.

Further information on the departments' Boards and Committees can be found in Appendix 4—DATSIP Boards and Committees on pages 101–105.










OUR STRATEGY



Further information on our performance can be found on pages 10–12 'Summary of our performance'.







SUMMARY OF OUR PERFORMANCE

The summary of our performance provides a high-level snapshot against the key performance indicators (KPIs) within the department's 2017–2021 Strategic Plan, 2017–2018 Service Delivery Statements and other key performance indicators.











STRATEGIC OUTCOMES AND OBJECTIVES	KEY PERFORMANCE INDICATORS	2017–2018 ACTUAL	2017–2018 TARGET	RESULT
INCREASED ECONOMIC PARTICIPATION				
CREATE MORE JOB OPPORTUNITIES	KPI—Aboriginal and Torres Strait Islander jobs Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department	1551	610	
	KPI—Aboriginal and Torres Strait Islander successful job outcomes—employment over 3 months Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement	78%	60%	
	KPI—Aboriginal and Torres Strait Islander successful job outcomes—employment over 6 months Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed six months after placement	53%	50%	
	KPI—Percentage of DATSIP's actions under the Moving Ahead strategy implemented Percentage of DATSIP's actions under the <i>Moving Ahead</i> strategy implemented	100%	100%	
GROW EMERGING BUSINESSES AND INCREASE HOME AND LAND OWNERSHIP	KPI—Procurement from Aboriginal and Torres Strait Islander businesses Number of Aboriginal and Torres Strait Islander businesses securing government procurement	427	225	
	KPI—Value of government procurement from Aboriginal and Torres Strait Islander businesses Total value of government procurement from Aboriginal and Torres Strait Islander businesses	\$305M	\$172M	
	KPI—Houses made available for ownership Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities	25	22	
	KPI—Cape York land transferred to Traditional Owners Number of hectares of state land and national parks transferred to Traditional Owners in Cape York Peninsula <i>Refer to pages 96 and 97 for further information.</i>	103,600 ha	384,290 ha	
	KPI—Cost per hour of economic participation policy Total cost per hour of participation policy developed	\$90	\$95	




LEGEND  Exceeded target  Met target  Working towards target

Summary of our performance (continued)

STRATEGIC OUTCOMES AND OBJECTIVES	KEY PERFORMANCE INDICATORS	2017–2018 ACTUAL	2017–2018 TARGET	RESULT
IMPROVED COMMUNITY PARTICIPATION				
SUPPORT SAFE, CARING AND CONNECTED COMMUNITIES	KPI—Reparations Scheme payments processed Total amount paid to Aboriginal and Torres Strait Islander Queenslanders under the Reparations Scheme	\$9.5M	\$8.8M	
	KPI—Reparations Scheme applications processed Number of new Reparations Scheme applications submitted by Aboriginal and Torres Strait Islander Queenslanders processed	800	400	
	KPI—Cost per community and personal histories request processed Average cost per community and personal histories request processed <i>Refer to pages 98 and 99 for further information.</i>	\$4045	\$4000	
SUPPORT COMMUNITIES TO VALUE CULTURES AND HERITAGE	KPI—Customer survey—cultural heritage services Percentage of customers satisfied with services provided by the department through the Aboriginal and Torres Strait Islander cultural heritage online portal	85%	70%	
	KPI—Cost per cultural heritage search request processed Average cost per request processed	\$29	\$50	
	KPI—Cost per hour of community participation policy Total cost per hour of participation policy developed	\$90	\$95	

Summary of our performance (continued)

STRATEGIC OUTCOMES AND OBJECTIVES	KEY PERFORMANCE INDICATORS	2017–2018 ACTUAL	2017–2018 TARGET	RESULT
OUR ENABLERS				
INTEGRITY AND ACCOUNTABILITY	KPI—Strengthen workforce diversity			
	Percentage of Aboriginal and Torres Strait Islander staff	36.4%	28%	
	Percentage of women at Senior Officer level	44.4%	50%	
	Percentage of women at Senior Executive Service level and above	66.7%	50%	
	Percentage of staff with disability	3.9%	3.3%	
	Percentage of staff from non-English speaking backgrounds	9.1%	8.2%	
	KPI—Staff Achievement and Capability Plans developed			
	Percentage of Staff Achievement and Capability Plans developed	78%	90%	
	KPI—Innovation projects implemented			
	Number of innovation projects implemented	5	5	
KPI—Performance against budget allocation				
Services delivered within budget allocation	100%	99%		
KPI—Cultural Capability Action Plan implemented				
Percentage of actions within the DATSIP Cultural Capability Action Plan implemented within agreed timeframes	100%	100%		
KPI—DATSIP Disability Service Plan implemented				
Percentage of actions within the DATSIP Disability Service Plan implemented within agreed timeframes	100%	100%		

LEGEND		Exceeded target		Met target		Working towards target
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OUR OPERATING ENVIRONMENT

Our state is like no other in that it holds the richness of two distinct cultures—the Aboriginal peoples and Torres Strait Islander peoples, who are both proud and resilient Queenslanders, living and teaching the oldest continuing cultures in the world. Their strength is demonstrated by their strong cultural heritage and connection to country, which are both fundamental to health and wellbeing.

The importance of wellbeing cannot be underestimated in working to close the gap between Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders. Key elements for the wellbeing of individuals and communities are health, income, jobs, housing, education and community safety.

Queensland is home to approximately 186,500 Aboriginal peoples and Torres Strait Islander peoples (Census 2016), making up four per cent of the Queensland population. Queensland has the second highest percentage of the total Australian population of Aboriginal peoples and Torres Strait Islander peoples, 28.7 per cent, behind New South Wales' 33.3 per cent, highlighting the importance of Queensland's contribution towards achieving the national closing the gap targets.

The department operates within a complex, challenging and constantly changing environment including:

- the difficult and traumatic history of interactions between government and Aboriginal peoples and Torres Strait Islander peoples
- levels of disadvantage evident across all locations—regional, rural, remote, discrete and urban communities
- meeting the demand for services as the Aboriginal and Torres Strait Islander population grows. Since 2001, the population has increased by 65 per cent (Census 2016)
- the small size and dispersed geographic locations of the department
- a wide portfolio of responsibilities and the requirement to work across all levels of government
- a large number of external stakeholders and wide-ranging expectations of community and stakeholders
- the requirement to deal with highly politicised issues such as land rights and economic development
- the tension between expectations that the department take the lead role in driving certain programs and initiatives, without direct responsibility for delivery and reporting

- the priority in responding to national and state reforms such as Closing the Gap and the Queensland Productivity Commission Report on service delivery in remote and discrete communities
- the need to reframe the relationship between the government and Aboriginal peoples and Torres Strait Islander peoples to support empowerment and self-determination.

Our department has developed strong relationships, anchored by high expectations, with Aboriginal and Torres Strait Islander Queenslanders, industry groups, government departments and other key stakeholders. We have a key focus on economic and community participation of Aboriginal and Torres Strait Islander Queenslanders, underpinned by the promotion of cultural recognition. Importantly, as a department we work closely with our partners to reframe the relationship with Aboriginal and Torres Strait Islander people in Queensland.

There is great strength and great 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. This opportunity will be realised by moving from surviving to thriving.

During 2017–2018, the department's strong relationships with Aboriginal and Torres Strait Islander Queenslanders and other strategic partners have influenced the following key achievements:

- increasing the number of young people completing Year 12 or equivalent
- closing the gap in preschool attendance
- increasing the number of people employed
- increasing the number of people participating in community engagement and volunteerism.

Managing our strategic risks and leveraging our opportunities

As part of our annual strategic planning process, our department identified a number of strategic risks that could potentially impact the achievement of our strategic objectives. We also developed and implemented risk treatment strategies to mitigate these risks (refer to Table 1).

Managing our strategic risks

Table 1: *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 policy leads to reduced confidence in the department's ability to effectively develop and coordinate whole-of-government policy.</p>	<ul style="list-style-type: none"> 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. Key examples include leading the whole-of-government Closing the Gap refresh and the <i>Moving Ahead</i> strategy.
<p>Economic conditions impacting on employment</p> <p>Changes to economic conditions in key industry areas throughout Queensland restrict the department's ability to improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders.</p>	<ul style="list-style-type: none"> We identified innovative solutions and strategic partnerships to improve employment opportunities for Aboriginal peoples and Torres Strait Islander peoples.
<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/threats and related costs.</p>	<ul style="list-style-type: none"> We continued to raise awareness of cybercrime prevention and detection. We identified robust information technology solutions to protect data and business management systems.
<p>Relevance of policies to Aboriginal and Torres Strait Islander Queenslanders</p> <p>Failure to ensure that economic and community participation policies meet the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders impacts on effective policy implementation.</p>	<ul style="list-style-type: none"> 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. We established community engagement approaches to ensure economic and community participation policies meet the needs and aspirations of Aboriginal and Torres Straits Islander Queenslanders.
<p>Staff engagement</p> <p>Lack of effective staff engagement impacts on organisational performance.</p>	<ul style="list-style-type: none"> We implemented strategies to build an organisational culture in which staff feel engaged, valued and motivated. We implemented DATSIP's 2017–2018 Learning and Development Program.

Leveraging our opportunities

Throughout the past year, we leveraged the opportunities arising from the strategic risks which focused on strengthening our partnerships and improving our service delivery (refer to Table 2).

Table 2: *Leveraging our opportunities*

OUR OPPORTUNITIES	HOW WE LEVERAGED THEM
<p>Strengthen partnerships with Aboriginal and Torres Strait Islander communities</p>	<ul style="list-style-type: none"> We worked in partnership with the community and government agencies to co-design and co-lead programs and services that improve outcomes for Aboriginal and Torres Strait Islander Queenslanders.
<p>Identify innovative solutions to improve employment outcomes</p>	<ul style="list-style-type: none"> We identified innovative solutions and developed strategic partnerships to improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders.
<p>Identify information technology solutions</p>	<ul style="list-style-type: none"> We identified information technology solutions to protect data and business management systems that support service delivery.
<p>Develop and enhance key initiatives</p>	<ul style="list-style-type: none"> 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 community.
<p>Strengthen staff engagement and improve services</p>	<ul style="list-style-type: none"> We commissioned a Capability Blueprint to focus on the department's organisational capability, strengthen staff engagement, drive increased performance, and deliver improved services to Aboriginal and Torres Strait Islander Queenslanders.

ECONOMIC PARTICIPATION OUTCOMES

SNAPSHOT OF ACHIEVEMENTS

1551



JOBS FACILITATED FOR ABORIGINAL AND TORRES STRAIT ISLANDER JOB SEEKERS
EXCEEDING OUR TARGET
OF 610 JOBS

SUPPORTED EMPLOYERS AND EMPLOYEES RESULTING IN

78%



OF ABORIGINAL AND TORRES STRAIT ISLANDER QUEENSLANDERS BEING **SUCCESSFULLY EMPLOYED** THREE MONTHS AFTER PLACEMENT

25



HOUSES MADE AVAILABLE FOR OWNERSHIP BY ABORIGINAL PEOPLES AND TORRES STRAIT ISLANDER PEOPLES IN TARGET COMMUNITIES
EXCEEDING OUR TARGET
OF 22

100%



SUCCESS IMPLEMENTING DATSIP'S ACTIONS UNDER THE MOVING AHEAD STRATEGY

427 ABORIGINAL AND TORRES STRAIT ISLANDER BUSINESSES SECURED AN ESTIMATED

\$305M



IN QUEENSLAND GOVERNMENT PROCUREMENT
EXCEEDING OUR TARGET
OF 225 BUSINESSES AND \$172M

TRANSFERRED

103,600



HECTARES OF STATE LAND AND NATIONAL PARKS TO TRADITIONAL OWNERS IN CAPE YORK

ECONOMIC PARTICIPATION STRATEGIC OBJECTIVES AND STRATEGIES



CREATE MORE JOB OPPORTUNITIES

HOW WE DO IT

Maximise employment opportunities for Aboriginal peoples and Torres Strait Islander peoples

Provide post-job placement and support for industry, students exiting Year 12 and skilled workers

Increase Aboriginal and Torres Strait Islander employment participation in the Queensland public sector through cross-cultural capability planning

Facilitate the implementation of the whole-of-government *Moving Ahead* strategy

Lead the coordination and implementation of infrastructure investment programs to enable economic development of local Aboriginal peoples and Torres Strait Islander peoples

GOVERNMENT OBJECTIVE: CREATE JOBS IN A STRONG ECONOMY

GROW EMERGING BUSINESSES AND INCREASE HOME AND LAND OWNERSHIP

HOW WE DO IT

Help sustain and grow Aboriginal and Torres Strait Islander businesses

Pilot innovative projects with the Aboriginal and Torres Strait Islander business sector

Facilitate and promote economic independence of Aboriginal and Torres Strait Islander women

Lead the review of the *Cape York Peninsula Heritage Act 2007* with respect to economic development opportunities for Traditional Owners

Transfer identified state-owned lands and national parks to formal Aboriginal ownership

Work with our strategic partners to make properties available for ownership in remote Aboriginal and Torres Strait Islander communities

Support economic development opportunities for Traditional Owners

Undertake Master Planning in remote Aboriginal and Torres Strait Islander communities to prepare for future development opportunities

Support initiatives under the *Queensland Housing Strategy 2017–2027*

GOVERNMENT OBJECTIVE: BUILDING SAFE, CARING AND CONNECTED COMMUNITIES

CREATE MORE JOB OPPORTUNITIES

More job opportunities created

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

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

Key achievements

During 2017–2018, the department facilitated 1551 job placements for Aboriginal and Torres Strait Islander jobseekers across Queensland, exceeding our target of 610 placements. This included:

- 123 employment opportunities for Aboriginal and Torres Strait Islander Year 12 graduates through the YEP program
- 865 employment opportunities for highly qualified and job-ready Aboriginal and Torres Strait Islander candidates in jobs generated through industry engagement and regional employment projects
- more than 560 employment opportunities for Aboriginal and Torres Strait Islander jobseekers in social housing and infrastructure projects across the National Partnership on Remote Housing (NPRH) communities and other capital works in remote communities.

Performance measure

Number of job opportunities facilitated by DATSIP

YEAR	TARGET	ACTUAL	STATUS
2015–2016	400	1021	
2016–2017	500	1074	
2017–2018	610	1551	

Source: YEP Customer Relationship Manager (CRM) System. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

Post-placement support provided

The department provided post-placement support to Aboriginal and Torres Strait Islander workers placed into employment by our department.

Key achievements

Data for 2017–2018 shows that 78 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by our department were still employed three months later, exceeding our 2017–2018 target of 60 per cent.

Performance measure

Percentage of employment 3 months after placement

YEAR	TARGET	ACTUAL	STATUS
2015–2016	50%	78.4%	
2016–2017	50%	77.6%	
2017–2018	60%	78%	

Source: YEP Customer Relationship Management (CRM) System. Please note: data presented here excludes job opportunities secured by Aboriginal peoples and Torres Strait Islander peoples in government construction jobs. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

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.

Key achievements

During 2017–2018, our department assisted in the following ways:

- registered 1914 Year 13 and other highly qualified candidates onto the YEP Customer Relationship Management (CRM) System, which assists regional staff to more effectively and efficiently manage relationships with candidates
- offered the Talk Up Training program to 1309 candidates registered on the YEP CRM System
- engaged with 2087 Year 12 Aboriginal and Torres Strait Islander students.



CASE STUDY:

JOBS GENERATE JOBS

With help from the department, Mackay's Jamahl Seden is making a difference in his workplace and community.

The department's Mackay Service Centre helped Jamahl prepare for employment through Talk-Up-Training and regular assistance from YEP Coordinators.

Mackay Project Officers also met with Jamahl's potential employer to explain the value Aboriginal and Torres Strait Islander staff bring to jobseeker services and organisations.

Jamahl entered an Administration Support Assistant role, and soon after applied for and secured a position as an Employment Specialist. In his first month alone, he placed four jobseekers into employment and now manages a caseload of around 180 jobseekers.

“It's a rewarding feeling when helping people into employment.”

In this role, Jamahl is not only making a difference to jobseekers' lives, but assisting his colleagues in working collaboratively with Aboriginal and Torres Strait Islander peoples.

From his positive experience, Jamahl is in turn helping more Aboriginal and Torres Strait Islander Queenslanders enter the workforce.

Image: Jamahl Seden, Youth Employment Program participant.

Moving Ahead strategy implemented

During 2017–2018, 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, we:

- developed and introduced the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy, requiring 3 per cent of government procurement to be with Aboriginal and Torres Strait Islander businesses by 2022
- brokered 16 selected Indigenous projects under the Queensland Government Building and Construction Training Policy
- negotiated an additional three Memoranda of Understanding (MoU) with Sarina Russo, Accor and the National Indigenous Basketball Association, bringing the total number of MoUs to 13
- supported Aboriginal and Torres Strait Islander businesses to improve their business capability through 30 projects under the Enterprise Queensland Indigenous Program (EQulP).

Industry agreements brokered

The department formed partnerships and negotiated agreements with Queensland companies and businesses to improve education, training, employment, procurement and business development outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

As at 30 June 2018, the department has 13 MoUs with industry partners, including:

- Construction Skills Queensland
- Economic Development Queensland
- Queensland Investment Corporation
- Queensland Resources Council
- Queensland Tourism Industry Council.

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 discrete communities. These Queensland Government and construction industry partnerships contributed over \$18 million to directly improving the wellbeing of Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2017–2018, we:

- approved over \$100 million of infrastructure projects, with 16 agreed as selected Indigenous projects under the Queensland Government Building and Construction Training Policy
- negotiated opportunities for over 600 Aboriginal and Torres Strait Islander employees, apprentices and trainees across 137 completed construction projects
- provided opportunities for another 950 employees, apprentices and trainees across 82 projects that remain under construction
- negotiated around \$9.5 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 2017–2018, the department led the coordination of whole-of-government infrastructure projects within the remote discrete communities of Queensland to improve employment outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2017–2018, the department:

- coordinated more than \$700 million of 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.

Employment opportunities delivered through social housing and infrastructure projects

By leveraging the procurement associated with civil, building and construction projects within the remote discrete communities, the department was able to create employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

During 2017–2018, we:

- achieved more than 560 construction job placements in remote communities, of which 86 were apprentices or trainees
- leveraged local economic investment through the training policy in discrete remote communities, working with each community to leverage 29 per cent more local investment than that stipulated under the policy, securing local business work
- more than \$7 million investment into local Aboriginal and Torres Strait Islander businesses as a result of the department's engagement with procuring agencies, councils and contractors to maximise employment outcomes on civil and construction projects.

FUTURE DIRECTIONS

In 2018–2019, the department will continue to create more job opportunities to increase the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy.

Our key strategies that will be implemented include:

- maximising employment opportunities for Aboriginal peoples and Torres Strait Islander peoples by leveraging relationships with employers and job assist agencies and organisations

- providing job placement and post-placement support

- increasing Aboriginal and Torres Strait Islander employee participation in the Queensland public sector through cross-cultural capability planning across agencies and the Public Service Commission's Inclusion and Diversity Strategy 2015–2020

- driving the whole-of-government *Moving Ahead* strategy, supporting the development of policies and programs to increase the participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy

- leading the coordination and implementation of infrastructure investment programs to enable economic development, community capacity building and long-term skills development of local Aboriginal peoples and Torres Strait Islander peoples

2018–2019 Performance measures

2018–2019 Targets

- | | |
|--|--------------|
| → Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department | → 850 |
| → Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement | → 70% |

Refer to the department's 2018–2022 Strategic Plan.

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.

Performance measure

Number of Aboriginal and Torres Strait Islander businesses securing government procurement

YEAR	TARGET	ACTUAL	STATUS
2015–2016	100	282	
2016–2017	100	385	
2017–2018	225	427	

Source: This data has been sourced through Queensland Shared Services where possible, or direct from Queensland Government. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

Key achievements

During 2017–2018, we:

- secured 151 employment opportunities totalling 42,452 hours; six workers undertook 1036 hours in training; and more than \$2.8 million in procurement from 32 Aboriginal and Torres Strait Islander businesses from 11 completed selected Indigenous projects under the training policy
- invested nearly \$200,000 state-wide through the EQiP to professionally assess and develop the capability of Aboriginal and Torres Strait Islander businesses to align their supplier ambitions with the procurement requirements of government and industry buyers
- 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. For example, Queensland Resources Council data as at 30 June 2017 reports that 19 member companies had a total of 1022 Aboriginal and Torres Strait Islander employees in their Queensland operations; with six member companies' contractors employing a further 416 Aboriginal and Torres Strait Islander employees. Approximately \$50 million of procurement through 90 Aboriginal and Torres Strait Islander businesses was also realised through member companies. These outcomes can be attributed to the existing MoU between the department and Queensland Resources Council.

Performance measure

Value of government procurement from Aboriginal and Torres Strait Islander businesses

YEAR	TARGET	ACTUAL	STATUS
2015–2016	\$64M	\$170M	
2016–2017	\$40M	\$270M	
2017–2018	\$172M	\$305M	

Source: This data has been sourced through Queensland Shared Services where possible, or direct from Queensland Government. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

Whole-of-government land tenure advice provided

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

Key achievements

During 2017–2018, we:

- surveyed townships to mirror that of mainstream towns, and subdivided Deed Of Grant In Trusts (DOGITs) into separable lots to support economic development and home ownership
- rectified tenure boundaries (e.g. reserves and DOGITs) with surveys where encroachments were identified
- assisted the Torres Shire Council in land administration, including:
 - successfully resolving land tenure anomalies, land boundary amendments and survey requirements to enable the Thursday Island Ken Brown Oval Upgrade project to proceed
 - successfully resolving a long-term tenure issue regarding the Horn Island Affordable Housing subdivision site, which resulted in the Torres Shire Council receiving additional land to allow a 28 lot subdivision to proceed
 - coordinating a survey over reserve land, enabling the option of home ownership leasing to occur on the reserve
- executed 40-year social housing leases covering 3062 dwellings under the NPRH program
- facilitated interagency transfers of 64 reserves and made a recommendation that 47 island reserves under DATSIP trusteeship be transferred to Traditional Owners
- surveyed 437 Land Holding Act entitlement lots in conjunction with the Community Survey program.




Home ownership pathways in remote communities facilitated

The department facilitated processes that provided pathways for home ownership for Aboriginal and Torres Strait Islander Queenslanders in the remote discrete communities in Queensland.

Key achievements

In 2017–2018, the department provided pathways for 25 individuals to obtain home ownership.

Performance measure

Number of houses made available by DATSIP			
YEAR	TARGET	ACTUAL	STATUS
2015–2016	22	22	
2016–2017	22	22	
2017–2018	22	25	

Source: The Home Ownership database and the Cross-Agency LHA database. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

Master planning in the remote and discrete Queensland communities delivered

The department facilitated a range of master planning projects to help improve home ownership opportunities for Aboriginal and Torres Strait Islander Queenslanders, and to ensure a vibrant economy and healthy community for future generations.

Key achievements

During 2017–2018, we:

- facilitated the endorsement of draft plans by Napranum and Wujal Wujal councils
- awarded master planning contracts, which are currently under development, to the following communities: Aurukun, Northern Peninsula Area, Mornington Island, Lockhart River, Pormpuraaw, Kowanyama, Hope Vale, Mapoon, Yarrabah, Woorabinda, Cherbourg, Palm Island, Hammond Island, Wasaga (Horn Island), Poruma (Coconut) Island, Iama (Yam) Island, Masig (Yorke) Island.

Traditional Boundary project delivered

During 2017–2018, the department implemented the Traditional Boundary project, mapping traditional, totem and tribal boundaries to assist Registered Native Title Body Corporates and trustees in land management, and to set the platform for future generations.

Key achievements

Mapping has been completed for the following Torres Strait islands:

- Ugar (Stephen) Island—this was a traditional (family) boundary project
- Boigu Island—this was a totem boundary project.

Town planning

During 2017–2018, the department worked towards enabling Aboriginal and Torres Strait Islander councils to make informed planning decisions in their communities in Queensland.

Key achievements

During 2017–2018, we:

- facilitated the adoption of 15 community town planning schemes, which came into effect between 2013 and 2018
- issued 30 decision notices for the Community Survey program, resulting in the registration of lots with the land title system
- issued decision notices for more than 1000 lots in support of the National Affordable Housing Agreement program
- managed and funded the process to remove a lot in Wujal Wujal from the Contaminated Land Register, resulting in the lot being available for future housing development
- provided advice and managed the development application process for a range of developments in Aboriginal and Torres Strait Islander local government areas, including the development approval process on behalf of Palm Island Council for a primary health facility.

Survey programs implemented

During 2017–2018, the department undertook programs to normalise survey infrastructure to progress economic development throughout the remote discrete communities in Queensland.

Key achievements

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.

With 32 out of 34 communities completed under the Community Survey program (CSP), the remaining two communities (Mer and Mabuig Islands in the Torres Strait) are expected to be completed by December 2018.

- Community Survey Program—190 plans registered, creating 7495 lots
- RILIPO Survey program—52 plans registered, creating 121 lots
- Road Network program—all road plans in the 34 communities are now registered.

Land development program implemented

The department facilitated land and infrastructure development within the 34 Aboriginal and Torres Strait Islander remote discrete communities in Queensland.

Key achievements

The department has worked in partnership with local government, the Commonwealth and other state agencies since 2009 to strategically develop land by aligning a variety of funding to maximise land development for the national partnership program.

A total of 1095 lots have been made available to support social housing needs since 2009.



CASE STUDY:

OLKOLA PEOPLE CELEBRATE RETURN OF TRADITIONAL LAND

In December 2014, the Queensland Government returned nearly 633,630 hectares of land to the Olkola people in the single largest handback in the state's history. However, a section once used by cattle farmers and earmarked for uranium exploration was withheld due to mining interests.

The expiry of the mining lease this year allowed for the rightful return of a 103,600-hectare section as part of the department's Cape York Peninsula Tenure Resolution Program.

This beautiful country, 500 km north-west of Cairns by road, includes savanna eucalypt woodland, endangered bird habitat, scenic sandstone escarpment and significant wetlands. The landscape is also rich in culture with ancient rock art sites, ceremonial grounds and important thermal springs.

The Olkola National Park will remain a lasting legacy for generations to come and for all to enjoy. This brings the total area of Olkola National Park Cape York Peninsula Aboriginal Land to 373,230 hectares.

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 and waters. These agreements allow people to negotiate flexible arrangements that suit their circumstances and aspirations.

The department negotiated the first ILUA in 2011 for the community of Woorabinda to provide for social housing and for home ownership to occur. Following on from this, the department commenced the negotiation of the Township ILUA for Mapoon (Mapoon ILUA No. 2), which was registered in early 2008. The Township ILUAs for Lockhart River, Cherbourg and Napranum are currently under negotiation.

Key achievements

On behalf of Torres Cape Hospital Health Service, the department facilitated the negotiation of ILUAs for the upgrade and leasing of health centres on five priority islands in the Torres Strait resulting in the following outcomes:

- Ugar and Poruma Health ILUAs are registered with the National Native Title Tribunal (NNTT)
- Dauan and Masig Health ILUAs are with the NNTT for registration
- Moa Island Health ILUA is currently under negotiation.

Social housing ILUAs supporting 153 lots of land have been executed, and are either registered with the NNTT or going through the registration process.

Welfare Reform employment projects implemented

The Welfare Reform program in Aurukun, Coen, Hope Vale, Doomadgee and Mossman Gorge, aims to restore social norms, including improving economic opportunities, increasing home ownership and delivering a range of community participation benefits.

Key achievements

During 2017–2018, the department delivered economic participation activities supported by the Welfare Reform program, resulting in 39 Aboriginal peoples and Torres Strait Islander peoples obtaining employment. Employment opportunities included:

- two local Doomadgee people were employed through the Doomadgee Deadly Homes Program to provide support for families, through education, to promote healthy behaviours and routines
- five local Doomadgee people were employed in Doomadgee by the Youth Development Program to provide community specific youth activities
- one local person in Aurukun was employed to deliver the Aurukun Restorative Justice program mediation services
- one local person in Aurukun was employed to deliver the Aurukun Youth Support Services
- four local people in the communities of Aurukun, Coen, Hope Vale and Mossman Gorge were employed to manage the Opportunity Hubs
- two local Gamaay people in Cooktown were employed to manage the tourism bookings office for the Gamaay section of the Cape York Dreaming Track
- five local Gamaay people were employed to deliver track and camp site construction and maintenance activities for the Gamaay section of the Cape York Dreaming Track
- ten local people were employed in Mossman Gorge to support the delivery of municipal services
- eight full-time and two casual staff were employed by Cape York Timber, based in Cooktown, to assist with harvesting activities
- one project officer was employed by the Coen Regional Aboriginal Corporation and the Coen Women's Group to support the establishment of the Coen Crisis Accommodation service.

Cape York Peninsula Tenure Resolution program

Through the department's Cape York Peninsula Tenure Resolution program, the Queensland Government is changing the tenure of identified 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.

The department continues to work with Traditional Owners and other stakeholders to identify and transfer land for employment, business opportunities, nature conservation and cultural heritage protection.




Key achievements

In 2017–2018, we worked with:

- the Olkola people to hand back 103,600 hectares of traditional land
- Bamanga Bubu Ngadimunku Incorporated to employ local Aboriginal and Torres Strait Islander staff to deliver municipal services in Mossman Gorge, including rubbish collection, road, stormwater and sewer maintenance, and power supply
- Balkanu Cape York Development Corporation to support the development of a community-owned tourism business for the Gamaay section of the Cape York Dreaming track, including a comprehensive business plan leading to employment outcomes.

Performance measure

State-owned land transferred to Traditional Owners

YEAR	TARGET	ACTUAL	STATUS
2015–2016	765,071 ha	54,500 ha	
2016–2017	273,609 ha	315,572 ha	
2017–2018	384,290 ha	103,600 ha	

Source: Land transfer database of properties in the program. Areas are determined by surveys by the Department of Natural Resources, Mines and Energy. Further details regarding this Service Delivery Statement performance measure are provided at Appendix 2 on pages 96 and 97.

FUTURE DIRECTIONS

In 2018–2019, the department will continue to grow emerging businesses and increase home and land ownership to increase the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy.

Our key strategies that will be implemented include:

- helping sustain and grow Aboriginal and Torres Strait Islander businesses through capacity building and increased procurement opportunities in line with the Queensland Indigenous Procurement Policy
- piloting innovative projects with the Aboriginal and Torres Strait Islander business sector to ensure that capability building investment is co-designed and collaboratively invested across the Queensland Government
- facilitating and promoting economic independence of Aboriginal and Torres Strait Islander women through entrepreneurship and business development
- supporting economic development opportunities for Traditional Owners
- transferring identified state-owned lands and national parks to formal Aboriginal ownership in Far North Queensland
- working with our strategic partners to make houses available for ownership in remote and discrete Aboriginal and Torres Strait Islander communities
- working with councils and Traditional Owners on negotiating Indigenous Land Use Agreements to support economic and enterprise development, and home ownership
- undertaking master planning in remote Aboriginal and Torres Strait Islander communities to prepare for future development opportunities
- supporting initiatives under the *Queensland Housing Strategy 2017–2027* and supporting the development of an Aboriginal and Torres Strait Islander Housing Action Plan

2018–2019 Performance measures	2018–2019 Targets
→ Number of Aboriginal and Torres Strait Islander businesses securing government procurement	→ 300
→ Value of government procurement from Aboriginal and Torres Strait Islander businesses	→ \$320M
→ Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment	→ 25
→ Number of hectares of State land and national parks transferred to Traditional Owners in Cape York Peninsula	→ 230,088ha
→ Total cost per hour of economic participation policy	→ \$100

Refer to the department's 2018–2022 Strategic Plan.

COMMUNITY PARTICIPATION OUTCOMES

SNAPSHOT OF ACHIEVEMENTS

\$9.5M



IN REPARATION PAYMENTS
FOR CONTROLLED WAGES AND SAVINGS
MADE TO ELIGIBLE ABORIGINAL AND
TORRES STRAIT ISLANDER QUEENSLANDERS

EXCEEDING OUR TARGET
OF \$8.8M

800



NUMBER OF REPARATIONS SCHEME APPLICATIONS
SUBMITTED BY ABORIGINAL AND TORRES STRAIT
ISLANDER QUEENSLANDERS

515



ABORIGINAL AND TORRES STRAIT ISLANDER
QUEENSLANDERS CONNECTED TO THEIR COMMUNITY
AND FAMILY HISTORIES

85%



OF CUSTOMERS SATISFIED WITH SERVICES
PROVIDED THROUGH THE ABORIGINAL AND
TORRES STRAIT ISLANDER CULTURAL PORTAL

EXCEEDING OUR TARGET
OF 70%

24,145



CULTURAL HERITAGE SEARCH
REQUESTS COMPLETED

LED THE WHOLE-OF-GOVERNMENT
EFFORTS IN IMPLEMENTING THE
NATIONAL INDIGENOUS REFORM AGREEMENT
TO CLOSE THE GAP IN LIFE OUTCOMES





COMMUNITY PARTICIPATION STRATEGIC OBJECTIVES AND STRATEGIES

SUPPORT SAFE, CARING AND CONNECTED COMMUNITIES

HOW WE DO IT

Promote reconciliation between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders

Connect Aboriginal peoples and Torres Strait Islander peoples to their community and family histories

Support implementation of the Aurukun four-point plan

Encourage safer and inclusive communities through the Welfare Reform program

Support and assist discrete communities to manage alcohol and to reduce alcohol-related harm

Co-lead the child and family reform agenda to increase family wellbeing and reduce over-representation in the child protection system

Develop place-based, culturally appropriate, integrated responses to domestic and family violence

Lead the implementation of National Indigenous Reform Agreement within Queensland

Partner with all levels of government and community representatives to reduce the gap between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders

Develop an Aboriginal and Torres Strait Islander Investment Reform Framework and implementation plan

Contribute to the National Disability Strategy and the National Disability Insurance Scheme

GOVERNMENT OBJECTIVE: DELIVERING QUALITY FRONTLINE SERVICES

SUPPORT COMMUNITIES TO VALUE CULTURES AND HERITAGE

HOW WE DO IT

Administer and manage the Aboriginal and Torres Strait Islander cultural heritage legislation

Support communities to preserve Aboriginal and Torres Strait Islander languages and culture to promote reconciliation

Support events that enhance appreciation of Aboriginal and Torres Strait Islander cultures

GOVERNMENT OBJECTIVE: PROTECTING THE ENVIRONMENT

SUPPORT SAFE, CARING AND CONNECTED COMMUNITIES

Reparations Scheme implemented

During 2017–2018, the department continued the implementation of the Queensland Government Reparations Scheme, launched in December 2015. 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.

In July 2016, the Queensland Government established the state's first dedicated Reparations Review Panel comprising Aboriginal and Torres Strait Islander members. The Review Panel apply their expertise to reviewing past and current reparations claims to help applicants without formal documentation to access the scheme by providing oral history as evidence.

Key achievements

In 2017–2018, 800 Reparations Scheme applications were made and \$9.5 million awarded to eligible Aboriginal and Torres Strait Islander claimants. Since the Reparations Scheme was initiated, more than \$20 million has been paid to over 7134 people under the scheme.

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 2017–2018, 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 Aboriginal or Torres Strait Islander descent; for date of birth confirmation; and for the creation of retrospective birth certificates. Records relating to 'forcible removal' are also frequently requested to determine where families originated. In addition to this, the department also undertakes requests for Native Title research.

Key achievements

In 2017–2018, we:

- received 876 requests for community and personal history information, which included 94 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 515 Aboriginal and Torres Strait Islander community and family histories requests including 107 Native Title research requests.

Aboriginal and Torres Strait Islander Cultural Capability Framework

In 2017–2018, the department oversaw the mandatory six-monthly reporting of the implementation of Cultural Capability Action Plans across Queensland Government agencies. These plans support the development of a culturally capable workforce across the Queensland Public Service, and support greater economic participation for Queensland's Aboriginal peoples and Torres Strait Islander peoples through stronger partnerships, responsive services and sustainable employment.

Key achievements

The collated whole-of-government report for the January to June 2017 period was delivered to the Cultural Agency Leaders Committee in June and December 2017.

As at 30 June 2018, all Queensland Government departments had a current Cultural Capability Action Plan that aligned with the Aboriginal and Torres Strait Islander Cultural Capability Framework.

During 2017–2018, we:

- promoted increased cultural capability across Queensland Government to ensure the respectful acknowledgment of Traditional Owners and appropriate use of Welcome to Country
- promoted Queensland Government staff participation in the Cultural Immersion tour to Cherbourg Ration Shed Museum
- worked with agencies and industry to improve the recruitment, retention and development of Aboriginal and Torres Strait Islander staff.

The January to June 2017 report states that there were 400 cultural capability actions being implemented across the Queensland Government. Of those actions, 95 per cent of the actions were either complete or were on track, two per cent were awaiting implementation and only three per cent of the actions were under review by departments as to how they could be progressed.

We will continue to work with departments to review and refresh Cultural Capability Action Plans for 2018 and beyond to ensure that the plans are being implemented and have a genuine and positive result for the Queensland Government and Aboriginal and Torres Strait Islander communities.

Strategies to reduce alcohol-related harm implemented

To reduce alcohol-related harm, the department is partnering with individuals, families, community leaders, service providers and other government departments to reduce the supply of, and demand for, alcohol in discrete Aboriginal and Torres Strait Islander communities in Queensland. Improving the safety and wellbeing of all community members, in particular those who are most vulnerable, so that they can experience the same levels of safety and wellbeing as the rest of Queensland will continue to be the reference point for alcohol management.

Key achievements

During 2017–2018, we:

- continued to work with communities in the review of their Alcohol Management Plans
- reviewed 45 liquor licence applications in restricted areas
- provided assistance and support to communities to identify their preferred way forward by facilitating meetings, supporting community surveys, and providing data and information
- worked in partnership with communities that have alcohol restrictions in place to identify local strategies and initiatives to reduce the supply of, and demand for, alcohol and address the harm associated with alcohol misuse
- continued to work in partnership with communities to identify ways to improve community safety by examining options for supporting community leadership to promote a change in drinking culture, including through liquor licensing options and implementing strategies to reduce sly grog and homebrew
- supported community residents to seek Dry Place Declarations, and encouraged service providers to assist residents to consider this option.

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 families.

Amendments were made to the *Family Responsibilities Commission Act 2008* in late 2015 to introduce a domestic and family violence trigger, requiring a court to notify the Family Responsibilities Commission (FRC) when a protection order under the *Domestic and Family Violence Protection Act 2012* is made naming a Welfare Reform community resident as the respondent. The department has continued to liaise with the Family Responsibilities Commissioner to gauge the effectiveness of these amendments and their impacts on the resourcing of the FRC.

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. The Cherbourg trial responds to recommendation 9 of the *Not Now, Not Ever* report regarding the development of a place-based, culturally appropriate, integrated response to domestic and family violence in discrete Aboriginal and Torres Strait Islander communities. The department has worked with agency partners and community to co-design an integrated service model in Cherbourg.

Key achievements

In 2017–2018, we:

- 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
- engaged senior project officers in Cairns, North Brisbane and Ipswich to provide cultural advice and support to Domestic and Family Violence High Risk Teams
- hosted an induction for senior project officers to support them in their ‘connector’ role, and to discuss progress in Cherbourg, Logan–Beenleigh and Mount Isa
- coordinated an additional induction for the second recruitment phase of senior project officers (Cairns, North Brisbane and Ipswich)

- hosted the Domestic Violence Action Centre and Griffith University to deliver ‘bystander’ training
- continued to support early intervention for Aboriginal and Torres Strait Islander victims, families and communities
- hosted an array of workshops to link service providers with community members
- continued to build relationships with key community service providers
- steadily increased the number of client referrals to culturally appropriate services.

Youth sexual violence and abuse response supported

The department continued to take positive action focused on preventing youth sexual violence and abuse by supporting the work of the Youth Sexual Violence and Abuse Steering Committee (Steering Committee). The Steering Committee was established by the Queensland Government in March 2016 in response to the report *Preventing Youth Sexual Violence and Abuse in West Cairns and Aurukun: Establishing the scope, dimensions and dynamics of the problem*.

The Steering Committee, chaired by the Honourable Justice Stanley Jones AO QC, has delivered two reports.

The first report provided an evaluation of efforts already underway across all tiers of government to address youth sexual violence and abuse in West Cairns and Aurukun. As part of this evaluation, the Steering Committee identified a number of barriers to effective implementation in the two communities, and made a number of recommendations. The Queensland Government accepted all recommendations, and has acted to remedy the barriers and to improve responses to youth sexual violence and abuse in the two communities. To continue this important work, \$1.2 million was committed over three years starting 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 2017–2018.

The Steering Committee’s final report found that, although Aboriginal and Torres Strait Islander children and young people are disproportionately impacted by youth sexual violence and abuse, the issue is not specific to Aboriginal and Torres Strait Islander children, young people or communities. The Steering Committee emphasised that youth sexual violence and abuse is a state wide issue affecting young people in urban, regional and remote communities, and must be responded to accordingly. The Queensland Government broadly supported the findings of the final report and committed to developing a broader sexual

violence prevention framework in 2018–2019 that will span the continuum of sexual violence and build on initiatives underway across government.

Key achievements

In 2017–2018, we:

- funded the Griffith Youth Forensic Service to continue to deliver and evaluate its Neighbourhoods project in West Cairns and Aurukun
- Continued to implement initiatives in response to the recommendation of the Steering Committee’s first report to address youth sexual violence and disadvantage in West Cairns and Aurukun
- supported whole-of-government consideration of the Steering Committee’s final report recommendations, providing specific advice and support in relation to targeted, culturally responsive approaches for Aboriginal and Torres Strait Islander children and young people.

Welfare Reform program delivered

The department continues to work with Queensland’s Welfare Reform communities of Aurukun, Hope Vale, Mossman Gorge, Coen and Doomadgee to build on achievements to date and collaboratively consider how to support communities into the future.

Through the Welfare Reform program, the department supports families and individuals to improve their lives through rebuilding social norms, re-establishing local authority, increasing school attendance, improving economic opportunities, and increasing home ownership for Aboriginal peoples and Torres Strait Islander peoples in the Welfare Reform communities.

The FRC, an independent statutory body established under the *Family Responsibilities Commission Act 2008*, supports the Welfare Reform program. The FRC works to restore local authority and build stronger and more resilient communities through 31 Aboriginal and Torres Strait Islander Local Commissioners, appointed from across the five Welfare Reform communities.

The Local Commissioners convene conferences with community members, triggered when the FRC is notified of a breach under the FRC Act. These triggers include school absenteeism or non-enrolment, conviction for a criminal offence in a court, a domestic and family violence protection order, a child safety report and a breach of a public tenancy agreement.

Key achievements

In 2017–2018, we partnered with the:

- Department of Justice and Attorney-General to fund the Aurukun Restorative Justice program, and to build the Aurukun community's capacity to conduct local mediation services to improve community safety and harmony
- Department of Child Safety, Youth and Women and Queensland Police-Citizens Youth Welfare Association to fund and deliver the Aurukun Youth Support Service, to support at-risk youth with complex needs under an intensive case management approach
- Coen Regional Aboriginal Corporation to support the establishment of the Coen Women's Centre, including development of a domestic and family violence service delivery model and the centre's policies and procedures
- Opportunity Hub team leader positions in the communities of Aurukun, Coen, Hope Vale and Mossman Gorge to support individuals and families to manage their finances, health and their children's education
- Save the Children Australia organisation to deliver:
 - support for families through education to promote healthy behaviours and routines, as well as practical assistance to demonstrate how to maintain safe, clean and healthy homes in Doomadgee
 - youth programs to increase engagement and participation in education, personal development and community cohesion in Doomadgee.

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.

Our department and the Department of the Premier and Cabinet (DPC) have been working Aboriginal and Torres Strait Islander leaders and organisations and the Commonwealth Government to refresh the Closing the Gap agenda. This work has included our department and DPC supporting six Aboriginal and Torres Strait Islander leaders from Queensland at a national gathering in Canberra in February 2018 to discuss future priorities for Closing the Gap with First Ministers. In addition, our department held nine community consultations across urban, regional and remote areas of Queensland to gather input from Aboriginal peoples and Torres Strait Islander peoples to inform the Closing the Gap refresh.

Ministerial and Government Champions visits to discrete communities supported

The Ministerial and Government Champions program operates across all remote and discrete Aboriginal and Torres Strait Islander communities, including Mossman Gorge and Coen. The program's objectives, like that of the department, are to increase economic and community participation of Aboriginal and Torres Strait Islander Queenslanders, while valuing, promoting and celebrating culture.

The department continued to support and facilitate the Queensland Government commitment to increase its capability to deliver innovative, efficient, effective and integrated services for Aboriginal peoples and Torres Strait Islander peoples across Queensland, particularly those who live in remote and discrete Aboriginal and Torres Strait Islander communities.

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.

Key achievements

With support from the Ministerial and Government Champions program, in 2017–2018, discrete communities noted the following achievements:

- on 6 March 2018, the Queensland Fire and Emergency Services Commissioner, Katrina Carroll, officially opened the Coen Women's Support Centre—a safe place for women and children at risk of domestic violence, and a space for the Coen Women's Group to deliver social and emotional wellbeing activities

- Commissioner Carroll contributed funding to Coen State School’s music room refurbishment and improvements to the Coen Rural Fire Services and Coen State Emergency Service
- established the Hope Vale Congress Working Group, which plays a key role in facilitating settlement of block holder determinations; the Hope Vale sport and recreational facilities were also upgraded, including the Matty Bowen Multipurpose Facility, the oval and the outdoor volleyball court; and the refurbishment of the aquatic centre, including a splash park
- established the Mornington Island Service Delivery Working Group and Health Summit
- held the Palm Island Centenary celebrations in 2018.

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 2017–2018, we:

- funded Wik Kath Min: Aurukun Good Stories project to engage an independent consultant to employ Wik speaking translators and engage with Aurukun residents to identify shared community values to inform socially expected behaviours through appreciative enquiry
- resourced the Aurukun Government Coordinator to coordinate and oversee the delivery of the Aurukun four-point plan
- engaged a Women’s Group Coordinator in Aurukun to coordinate activities, and develop leadership and decision-making capability.

National Disability Insurance Scheme implemented

The National Disability Insurance Scheme (NDIS) provides for individualised support for eligible people with disability.

The department worked with the former Department of Communities, Child Safety and Disability Services now the Department of Communities, Disability Services and Seniors (DCDSS), the National Disability Insurance Agency and non-government organisations to promote awareness of the scheme, communicate the benefits such as employment opportunities and economic benefits, and support entry to the NDIS. The department provided assistance to Aboriginal and Torres Strait Islander service providers in the transition process.

The scheme will take effect in Queensland from 1 July 2018.

Key achievements

During 2017–2018, we:

- worked with state and Commonwealth agencies and Aboriginal and Torres Strait Islander community organisations to ensure that Aboriginal and Torres Strait Islander people with disability linked with the NDIS
- worked with Aboriginal and Torres Strait Islander community-based service organisations to assist them to transition to the NDIS system
- provided input into numerous Commonwealth policy and operational proposals relating to the operational and regulatory framework of the NDIS to ensure that proposed initiatives and approaches potentially disadvantaging Aboriginal and Torres Strait Islander peoples and communities were identified and addressed.



CASE STUDY:

AURUKUN MAKES A SPLASH

A \$2.5 million Queensland Government investment in Aurukun in Far North Queensland has helped transform a community aspiration into reality.

On 28 June 2018, local council, school students and community opened the Aak Muunchanak Splash Park, which in traditional language means a place of refreshment.

The department proudly supported council and community to deliver this project to provide a place for Aurukun children and families to have fun, stay cool and play in a safe environment.

Refurbishment of the existing swimming pool site has created a positive, cost-effective and low-maintenance space for all of the community to enjoy.

This project supported local jobs from young apprentices to experienced labour crew and will help deliver employment, health and wellbeing outcomes for generations to come.

“We would like to thank the Queensland Government for taking our feedback on-board and supporting this much-needed community wellbeing project.”

“This new facility shows we can achieve great outcomes when we all work together.”

The new multipurpose, water-based recreational facility includes a kiosk, toilet and shower facilities, seating and Closed Circuit Television.

By continuing to listen to local feedback and supporting community-identified projects, the department can deliver stronger, better and tailored initiatives with and for Queensland’s remote and discrete Aboriginal and Torres Strait Islander communities such as Aurukun.

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 systems
- 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 2017–2018, we:

- partnered with the former Department of Communities, Child Safety and Disability Services, now the Department of Child Safety, Youth and Women (DCSYW) and worked with two Aboriginal and Torres Strait Islander discrete communities to conduct Service Reform Trials (Action 3.2) to inform future service delivery models to build a coordinated, place-based universal secondary service system
- assisted in the design of a holistic Aboriginal and Torres Strait Islander wellbeing framework and investment plan (Action 6.4)
- continued to work with the DCSYW to scope Action 4.5—Undertake family and kinship mapping for Aboriginal and Torres Strait Islander young people in out-of-home care, who are not already connected to family and kin. A trial in South East Queensland is expected to commence in 2018–2019.

Social Reinvestment pilot program implemented

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

The department’s \$2 million social reinvestment pilot program focuses on building stronger partnerships between communities and government, and encouraging community-led, innovative and strength-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 2017–2018, we:

- allocated \$222,000 to Cherbourg Aboriginal Shire Council to reduce social unrest and contact with the youth justice system through the delivery of organised after-school and weekend sport and recreation activities
- negotiated with the (former) Department of National Parks, Sport and Racing to undertake repairs to the Les Stewart Senior Sports Centre to enable Cherbourg to commence after school and weekend sport and recreation activities
- allocated \$100,000 to Yarrabah Aboriginal Shire Council to enhance community responsibility for waste management and recycling, and to encourage volunteering and promote community identity.

FUTURE DIRECTIONS

In 2018–2019, the department will continue to support safe, caring and connected communities by improving the community participation of Aboriginal peoples and Torres Strait Islander peoples in Queensland's social and cultural life.

Our key strategies that will be implemented include:

- partnering with all levels of government, industry and community representatives, including Elders groups, to work towards closing the gap between Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders in the priority areas of health, child safety, justice, housing, jobs and education, including early childhood

- leading the implementation of the government's response to the Queensland Productivity Commission Inquiry on service delivery in remote and discrete Aboriginal and Torres Strait Islander communities

- working with Queensland's Welfare Reform communities to build on achievements to date and collaboratively consider how to support communities into the future

- continuing to work with Aboriginal and Torres Strait Islander communities that have Alcohol Management Plans to support them with the management of alcohol in their communities

- leading the next phase of implementation of the Aurukun four-point plan to support local leadership to embed sustainable outcomes for the community

- continuing to implement the Social Reinvestment pilot program to improve community-identified economic and social outcomes in remote and discrete communities

- continuing to connect Aboriginal peoples and Torres Strait Islander peoples to their community and personal histories

- contributing to the implementation of the Queensland Government's response to the report of the *Royal Commission into Institutional Responses to Child Sexual Abuse*, including in the implementation of the Commonwealth Redress Scheme in Queensland to ensure that Aboriginal and Torres Strait Islander victims of historical institutional abuse are supported to participate in this scheme

- supporting the implementation of the National Disability Insurance Scheme

- implementing relevant actions in the Queensland Government's *Domestic and Family Violence Prevention Strategy 2016–2026*

- contributing to the Queensland Government's child and family reform agenda through the *Our Way* strategy and action plan

2018–2019 Performance measures

→ Average cost per community and personal histories request processed

2018–2019 Targets

→ **\$4000**

Refer to the department's 2018–2022 Strategic Plan.

SUPPORT COMMUNITIES TO VALUE CULTURES AND HERITAGE

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 2017–2018, we:

- enabled 24,145 cultural heritage searches to be performed on the cultural heritage online portal
- conducted online portal and mapping GIS training in Mareeba and Cairns to assist Traditional Owners to report and record cultural heritage sites and places
- recorded 1690 sites on the Aboriginal and Torres Strait Islander cultural heritage database
- approved and registered 10 cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts.

Performance measure

Customer satisfaction with cultural heritage services

YEAR	TARGET	ACTUAL	STATUS
2016–2017	*	82%	*
2017–2018	70%	85%	

*2016–2017 baseline was being established.

Source: Department of Aboriginal and Torres Strait Islander Partnerships Cultural Heritage Online Portal User Satisfaction Review.

National Aborigines and Islanders Day Observance Committee 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.

Since our department's establishment, we have continued to organise NAIDOC initiatives each year. In 2017, NAIDOC Week was celebrated from 2 to 9 July.

Key achievements

During 2017–2018, our department:

- provided funding and delivered the NAIDOC Week campaign at 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
- supported approximately 151 NAIDOC community events across Queensland through funding and in-kind support to raise awareness and understanding of Aboriginal and Torres Strait Islander cultures.

Celebrating Reconciliation Small Grants Program launched

Launched in March 2018, the Celebrating Reconciliation Small Grants Program provides funding support for up to 40 reconciliation events across Queensland held in or around National Reconciliation Week.

National Reconciliation Week is observed from 27 May to 3 June and is a national campaign that builds on respectful relationships shared by Aboriginal peoples and Torres Strait Islander peoples, and other Australians.

The Celebrating Reconciliation Small Grants Program is an opportunity to promote and advance reconciliation by providing organisations with up to \$2500 to host reconciliation events in their local communities. The department has allocated funding of \$300,000 (\$100,000 per year) for the delivery of this program over three years from 2017–2018 to 2019–2020.

Key achievements

During 2017 – 2018, our department:

- provided total funding of \$88,000 for 40 National Reconciliation Week community events held across Queensland during May and June 2018
- reached an estimated 29,000 attendees and participants in National Reconciliation Week events and celebrations through the Celebrating Reconciliation Small Grants Program.

FUTURE DIRECTIONS

In 2018–2019, the department will continue to support communities to value cultures and heritage to improve the community participation of Aboriginal peoples and Torres Strait Islander peoples in Queensland’s social and cultural life.

Our key strategies that will be implemented include:

- leading the implementation of the whole-of-government Reconciliation Action Plan and leading whole-of-government initiatives that promote reconciliation
- administering and managing the Aboriginal and Torres Strait Islander cultural heritage legislation
- supporting communities to preserve Aboriginal and Torres Strait Islander languages and culture to promote reconciliation
- supporting events that enhance appreciation of Aboriginal and Torres Strait Islander cultures
- continuing to work with partner agencies to develop legislation to recognise traditional Torres Strait Islander child rearing practices

2018–2019 Performance measures	2018–2019 Targets
→ Customer satisfaction with cultural heritage services provided by the department	→ 75%
→ Average cost per cultural heritage search request processed	→ \$33
→ Total cost per hour of community participation policy	→ \$100

Refer to the department’s 2018–2022 Strategic Plan.

OUR ENABLERS

SNAPSHOT OF ACHIEVEMENTS

100%



OF SERVICES DELIVERED
AGAINST BUDGET ALLOCATION

100%



OF ACTIONS WITHIN THE DATSIP CULTURAL
CAPABILITY ACTION PLAN IMPLEMENTED
WITHIN AGREED TIMEFRAMES

78%



OF STAFF WITH ACHIEVEMENT AND
CAPABILITY PLANS

5



INNOVATION PROJECTS COMPLETED

- TORRES STRAIT REGIONAL ILUA
- TOWNSHIP ILUAs
- TRADITIONAL BOUNDARY PROJECT
- INTEGRATED CAPITAL WORKS
- INNOVATIVE ARTS MARKETING

THE DEPARTMENT HAS

297

 (FTE)

- **36.4%** OF OUR WORKFORCE IDENTIFY AS ABORIGINAL AND/OR TORRES STRAIT ISLANDER
- **66.7%** OF OUR SENIOR EXECUTIVE SERVICE LEVEL OFFICERS ARE WOMEN
- **3.9%** OF OUR WORKFORCE ARE STAFF WITH DISABILITY
- **9.1%** OF OUR WORKFORCE ARE FROM A NON-ENGLISH SPEAKING BACKGROUND





OUR ENABLERS
**STRATEGIC OBJECTIVES
AND STRATEGIES**

KNOW OUR COMMUNITIES AND BUILD AND STRENGTHEN PARTNERSHIPS

HOW WE DO IT

Support the implementation of the Ministerial and Government Champions program in discrete communities

Build and maintain comprehensive knowledge of our customer communities

Build respectful relationships and cultural understanding to promote and advance reconciliation

Build effective and sustainable partnerships with community representatives, industry groups, government agencies and other key stakeholders

Establish networks and communication mechanisms to promote knowledge sharing with government agencies, industry and the broader community

Influence and drive positive outcomes for Aboriginal and Torres Strait Islander communities

GOVERNMENT OBJECTIVE: CONSULTATION

CREATE A CAPABLE, AGILE AND INNOVATIVE ORGANISATION AND STRENGTHEN GOVERNANCE

HOW WE DO IT

Maximise the department's workforce performance through data analytics and contemporary, innovative human resource management approaches

Implement strategies to achieve the department's 2021–2022 workforce diversity targets

Establish the department as a leader in delivering policies, programs and services in partnership with Aboriginal and Torres Strait Islander Queenslanders

Embed a culture of innovation and continuous improvement to deliver more flexible, effective and efficient services

Promote accountability through good governance and robust business practices

Develop a plan for strategic resource allocation and investment

Review the department's service level agreements with external service providers to ensure that they are effective and up-to-date

Invest in technology that supports the delivery of departmental services

GOVERNMENT OBJECTIVE: INTEGRITY AND ACCOUNTABILITY

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 2017–2018, our department continued to build and maintain strong relationships with Aboriginal and Torres Strait Islander communities. This included:

- hosting four Policy Leaders Forums with Aboriginal and Torres Strait Islander Elders, leaders, policy experts, academics, organisations and communities. These forums provide an opportunity to share information, inform programs and policies, and embed a co-design approach through a renewed and valued partnership between Aboriginal peoples, Torres Strait Islander peoples and government that influences improved outcomes
- leading a whole-of-government refresh to Closing the Gap to improve opportunities and life outcomes for Aboriginal peoples and Torres Strait Islander peoples. As part of this COAG initiative, we held nine community workshops across urban, regional and remote areas of Queensland to ensure the views and voices of Aboriginal and Torres Strait Islander Queenslanders inform the priority areas to improve the social, economic and cultural wellbeing of Aboriginal and Torres Strait Islander Queenslanders
- facilitating interviews and focus groups with agencies and key stakeholders, such as Aboriginal and Torres Strait Islander community representations and strategic partners, as part of the Capability Blueprint. The Capability Blueprint team gathered key strategic insights into our value add as a department
- working with agency partners to coordinate infrastructure projects in the remote discrete and communities in Queensland, maximising employment and business opportunities
- leading the Technical Working Groups meetings in the remote and discrete communities to provide a forum for land and infrastructure agendas, resulting in achieving positive outcomes for both government and councils within the community.

FUTURE DIRECTIONS

In 2018–2019, the department will continue to expand knowledge and understanding of our customer communities, and make changes to departmental policies, programs and services where required.

Our key strategies that will be implemented include:

- reviewing the Ministerial and Government Champions program to take into account the response to the Queensland Productivity Commission’s report into service delivery in Queensland’s remote and discrete Aboriginal and Torres Strait Islander communities
- maintaining comprehensive knowledge of our customer communities
- reframing the relationship between government and Aboriginal and Torres Strait Islander Queenslanders, including progressing outstanding actions from the Queensland Government’s response to the *Reparations Taskforce Report* recommendations
- building respectful relationships and cultural understanding to promote and advance reconciliation
- continuing 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

Refer to the department's 2018–2022 Strategic Plan.



CASE STUDY:

NEW GRANTS PROGRAM SUPPORTS QUEENSLAND'S RECONCILIATION JOURNEY

This year, the department proudly launched the Celebrating Reconciliation Small Grants Program to assist more Queenslanders to celebrate National Reconciliation Week (NRW).

As the department's first dedicated reconciliation grants program, it represents our commitment to supporting reconciliation.

Grassroots organisations across Queensland applied for grants of up to \$2500.

Funding of up to \$100,000 was awarded to 40 community events promoting reconciliation across the state, from inner-city Brisbane, north to the Torres Strait, south to Coolangatta and west to Windorah.

The initiative supported a range of local reconciliation activities including cultural celebrations showcasing and sharing Aboriginal and Torres Strait Islander art, traditional performances, storytelling and bush tucker during and around NRW.

“We are very grateful to have partnered with DATSIP in our first NRW event, and look forward to doing more.”

Importantly, this new initiative also enabled local organisations and councils to take part in truth-telling around Queensland's Aboriginal and Torres Strait Islander history.

This successful initiative will continue in 2019 to further support Queensland's journey to reconciliation.

Image: Celebrating Reconciliation Small Grants recipient. Quote: Susan Beaton, United Synergies.

CREATING A CAPABLE, AGILE AND INNOVATIVE ORGANISATION

Our commitment

During the past year, our department continued its commitment to create a capable, agile and innovative workforce to meet the department's current and future business needs. Our work is underpinned by the broader Queensland Government objectives of integrity, accountability and consultation.

To achieve this, the department has focused its efforts on:

- its people
- strengthening its corporate governance arrangements
- delivering strong financial performance.

Our people

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.

To achieve our vision of Aboriginal peoples and Torres Strait Islander peoples participating fully in Queensland's vibrant economic, social and cultural life, it is vital that we create an agile, high performing and innovative workforce.

During the past year, we implemented strategies to:

- develop staff leadership and management capability
- attract and retain the best talent
- implement innovative projects focused on improving service delivery
- improve staff engagement at all levels of the department.

One of our key strategies was to develop the department's Capability Blueprint. The aim of this initiative was to focus attention on the department's organisational capability in order to drive increased organisational performance. This is, to enable us to be the best we can be.

Capability Blueprint involved analysing the department's leadership, strategy and delivery capability and identifying areas of strength and opportunities for improvement.

The Executive Leadership Team is ensuring that it responds appropriately to the findings of this report and is currently developing a program of action that will identify the key priorities moving forward.

Workforce profile

The department employs a highly skilled workforce, with 85 per cent of staff having certificate level qualifications or above.

As at 30 June 2018, the department had 297 full-time equivalent (FTE—refer to glossary) employees, representing a decrease of seven on last year's total FTEs. Of the 297 FTEs, 78.9 per cent were permanent staff, 18.8 per cent temporary staff, 1.9 per cent contract staff and 0.3 per cent casual staff. The department's annual separation rate was 5.99 per cent.

Workforce diversity valued

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.

Table 3 shows that, as at 30 June 2018, 36.4 per cent of departmental staff identified as Aboriginal and/or Torres Strait Islander, an increase of 4.2 per cent since 2016–2017. A further 9.1 per cent identified as coming from a culturally diverse background, and 3.9 per cent identified as having a disability. Women held 44.4 per cent of Senior Officer positions and 66.7 per cent of Senior Executive Service (SES) positions and above (including equivalent and s.122), indicating that the department is progressing well towards its target of 50 per cent of senior positions being held by women by 2021–2022.

Table 3: Workforce diversity statistics as at 30 June 2018

MEASURE	2015–2016	2016–2017		2017–2018		2021–2022
	ACTUAL	TARGET	ACTUAL	TARGET	ACTUAL	DATSIP TARGET
Percentage of women in Senior Executive Service (SES) positions (including CEO)	40%	50%	50%	50%	66.7%	50%
Percentage of women in SES and above (incl. equivalent and s.122)	42.9%	50%	55.6%	50%	66.7%	50%
Percentage of women in Senior Officer positions	47.1%	50%	47.6%	50%	44.4%	50%
Percentage of Aboriginal and/or Torres Strait Islander staff	27.1%	28%	32.2%	28%	36.4%	35%
Percentage of staff with disability	3.3%	3.3%	3.8%	3.3%	3.9%	5%
Percentage of staff from a non-English speaking background	8.2%	8.2%	9.8%	8.2%	9.1%	10%

Data Source: MOHRI data—June 2018.

Recognising our staff

In 2017–2018, the department recognised the valued contributions of our staff through the Reward and Recognition program.

The Reward and Recognition program, which applauds staff who go above and beyond their role to deliver programs and services to Aboriginal and Torres Strait Islander Queenslanders, is an integral component of the department's staff retention strategy. These awards were announced at the department's All Staff Forums held during the year.

Staff were recognised for their work across five award categories that aligned with the whole-of-government values of:

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

In addition to this, the department also recognised the category of Cultural Capability Impact.

Learning and development opportunities provided

During 2017–2018, the department invested \$210,000 in learning and development to further develop staff capability in key priority areas. The department provides 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. Staff are also provided with the opportunity to work in different roles that contribute to their career development and assist them in gaining a broader understanding of the department's agenda.

Table 4: Learning and development program – expenditure and participation

YEAR	EXPENDITURE	PARTICIPANTS
2016–2017	\$200,000	650
2017–2018	\$210,000	109

Source: Corporate Services data management system.

Note: 2017–2018 expenditure includes Australia and New Zealand School of Government sponsorship funding (refer to Leadership and Management Capability Enhanced section on page 45).

As part of the department's Study and Research Assistance Scheme, the department also provided financial and leave support for nine staff during 2017–2018 to enable them to undertake formal education courses and, in so doing, further progress their career aspirations.

Leadership and management capability enhanced

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.

Key achievements

In 2017–2018, we supported 10 staff to undertake a number of leadership and management courses such as:

- Australia and New Zealand School of Government 2018 Executive Master of Public Administration
- Public Sector Management program
- Supervisors for Tomorrow in Every Position and Stream (STEPS) program.

Cultural capability skills

Improving staff cultural capability is a key success factor for delivering quality services to Aboriginal and Torres Strait Islander Queenslanders. The department achieves this through the implementation of our Aboriginal and Torres Strait Islander Cultural Capability Action Plan.

During 2017–2018, 69 staff members completed the online Aboriginal and Torres Strait Islander Cultural Awareness training program via iLearn, and a further 18 staff members completed face-to-face Cultural Capability training.

Innovation and continuous improvement delivered

Our department has a strong commitment to creating a culture of innovation to deliver more flexible, effective and efficient services.

We consistently encourage innovation in our work, whether it is a day-to-day task or a major project. These new approaches are evidence of a growing culture of innovation and continuous improvement within our department.

Key achievements

In 2017–2018, we implemented five key innovation projects:

- **Torres Strait Regional Indigenous Land Use Agreement project:** This initiative replaces the need for individual Indigenous Land Use Agreements (ILUAs) for each project on each island. It covers multiple future acts, including 16 Native Title groups and access to standard terms and an agreed compensation methodology which is consistent across the Torres Strait Island Regional Council outer islands (excluding Thursday, Horn and Prince of Wales islands)
- **Township ILUAs project:** This initiative establishes future acts requiring an ILUA (mostly leasing) to facilitate home ownership, new social housing, commercial leasing and infrastructure and development. The intention is for Native Title compensation to be settled at the time and not deferred into the future
- **Traditional Boundary project:** This initiative maps the traditional, or Totem and/or tribal boundaries for communities' benefit when undertaking Native Title or tenancy management negotiations. It also aims to identify family land connection and to reduce land disputes between families. This project is led by councils, Registered Native Title Body Corporates, the department and Traditional Owners
- **Integrated Capital Works project:** This initiative delivers an innovative approach to coordinating integrated capital works across all Aboriginal and Torres Strait Islander communities in line with the department's *Integrated Capital Works Strategy*
- **Innovative Arts Marketing project:** This initiative is an online resource library to support business development and enhance the marketing skills of Aboriginal and Torres Strait Islander artists, particularly in remote locations, to assist them in engaging and collaborating with mainstream arts centres.

Performance measure

Number of innovation projects completed

YEAR	TARGET	ACTUAL
2015–2016	4	5
2016–2017	8	8
2017–2018	5	5

Source: Corporate Services data management system.

Strategic workforce planning and performance

The department is strongly committed to a workforce that delivers excellence in public service and has, over the last three years, implemented 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 plan is reviewed annually 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.

In 2017, the Public Service Commission released its 10 Year Human Capital Outlook and 3 Year Human Capital strategic roadmap to: highlight future changes and the impact of these on the future of work; and provide a key mechanism for ongoing innovation. The unprecedented pace and scale of societal change provides us with the opportunity to foster innovative approaches to leadership and identify new ways of working. Our department's new approach to strategic workforce planning will assist us in responding to these changes to deliver improved outcomes for Aboriginal and Torres Strait Islander Queenslanders.

During 2017–2018:

- 47 staff completed Interactive Ochre – Aboriginal and Torres Strait Islander Cultural Awareness online training
- 22 staff completed Starting the Journey online training
- 18 staff completed Continuing the Journey online training.

Attraction and retention strategies

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

During 2017–2018, 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 continued to provide staff with flexible working arrangements to help them achieve a better balance between work, family and life in general.

The range of flexible working options offered by the department included:

- flexible hours of work
- part-time hours and job sharing
- leave at half pay
- encouraging staff to use their annual leave
- staggered start and finish times
- leave provisions, including carer's leave, accrued time and purchased leave
- working from home and telecommuting.

Employee induction

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.

New employees are required to take a number of online courses through the department's learning site iLearn as part of the induction process. In addition to this, new employees must familiarise themselves with the department's Disability Service Plan.

Managing our performance

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 2017–2018, 78 per cent of staff undertook an achievement planning process in consultation with their supervisors.

Workplace health, safety and wellbeing

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 2017–2018, five Workplace Injury, Illness Report Forms were completed and registered in relation to workplace health and safety incidents within the department.

Complaints management

The department has a robust complaints management system for resolving both internal and external complaints.

In 2017–2018, two complaints were received by the department. Appropriate measures were taken to address issues in substantiated complaints.

Quarterly reports on complaints and investigations were provided to the Public Service Commission as part of whole-of-government reporting requirements. All complaints are dealt with strictly in accordance with the Queensland Public Service requirements.

Industrial relations and agreements

Departmental staff are predominantly represented by the Together Queensland Union of Employees. Employees are covered by the following awards and certified agreements:

- public servants: *Queensland Public Service Officers and Other Employees Awards—State 2015*
- all staff: *State Government Entities Certified Agreement 2015*.

Early retirement, redundancy and retrenchment

During 2017–2018, three employees received a redundancy package at a cost of \$311,049.60. Employees who did not accept an offer of redundancy were offered case management for a set period of time, where reasonable attempts were made to find alternative employment placements.



CASE STUDY:

A NEW CHAPTER FOR QUEENSLAND'S SHARED RECONCILIATION STORY

This year, a new chapter was penned in Queensland's reconciliation story.

The *Queensland Government Reconciliation Action Plan 2018–2021* was launched during National Reconciliation Week 2018 with Elders, community and peak reconciliation bodies at the State Library of Queensland's Maiwar Green in Brisbane.

The plan acknowledges historic injustices as part of healing in the spirit of reconciliation and is a collaborative, living and breathing commitment towards Closing the Gap.

The new whole-of-government plan commits the Queensland Government to measurable reconciliation actions, with targets and responsibilities to support social, economic and cultural outcomes for Aboriginal and Torres Strait Islander Queenslanders.

It will be delivered in partnership with Aboriginal peoples and Torres Strait Islander peoples, service providers, peak bodies and industry leaders, including Reconciliation Australia and Reconciliation Queensland Incorporated.

“Positive flow on effects from genuine uptake of this plan are significant, and can lead to stronger families, communities and cultures, better health and education outcomes, increased employment and more business opportunities for First Nations people.”

Image: Karen Mundine and Lane Brookes. Quote: Karen Mundine, Reconciliation Australia Chief Executive Officer.

FUTURE DIRECTIONS

In 2018–2019, our department will continue to create a capable, agile and innovative organisation that works with its partners and customers to increase the economic participation and improve the community participation of Aboriginal and Torres Strait Islander Queenslanders by:

- maximising the department's workforce performance through contemporary, future-focused and innovative human resource management approaches
- implementing strategies to achieve the department's 2021–2022 workforce diversity targets
- embedding a culture of innovation and continuous improvement to deliver more flexible, effective and efficient services
- promoting accountability through good governance and robust business practices
- strengthening organisational capability through the implementation of the department's Capability Blueprint
- investing in technology that supports the delivery of departmental services
- measuring and monitoring our organisational capability through the following performance measures and targets

2018–2019 Performance measures

2018–2019 Targets

→ Percentage of staff with Achievement and Capability Plans	→ 90%
→ Increase in workplace diversity—Aboriginal and Torres Strait Islander staff	→ 28%
→ Increase in workplace diversity—female staff at SES level	→ 50%
→ Increase in workplace diversity—staff with disability	→ 3.8%
→ Increase in workplace diversity—staff from non-English speaking backgrounds	→ 8.2%
→ Percentage of Cultural Capability Action Plan deliverables implemented	→ 100%

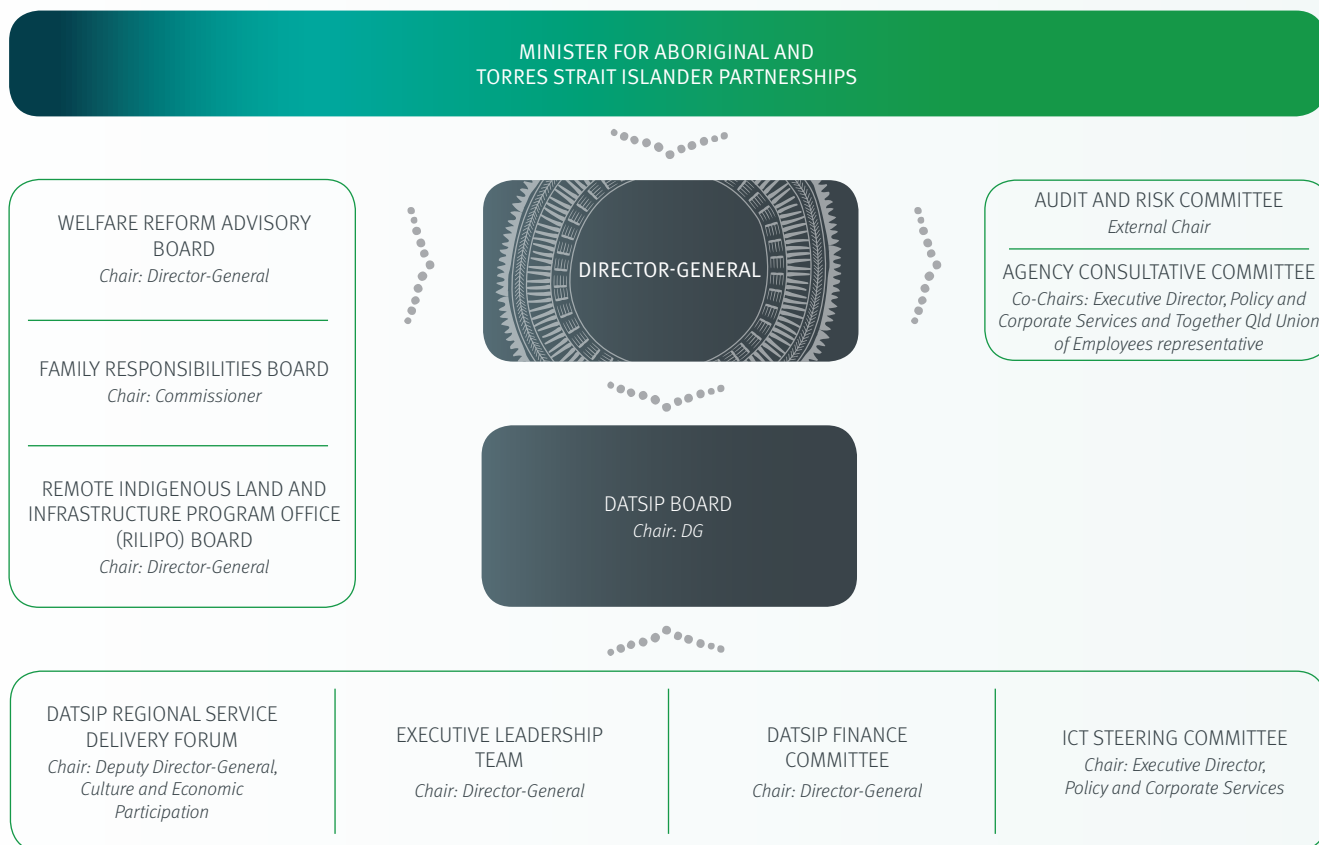
Refer to the department's 2018–2022 Strategic Plan.

Our corporate governance

The DATSIP Board and other departmental boards and committees are a significant component of the department’s corporate governance structure (refer to Figure 2).

Further details regarding the profiles of the DATSIP Board members and the membership of the department’s other boards and committees are provided at Appendices 3 and 4 from page 100–105.

Figure 2: The governance committee structure



Government bodies

During 2017–2018, the following government bodies were responsible for providing advice to the Minister on a range of matters relating to Aboriginal and Torres Strait Islander affairs:

- 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
- Reparations Taskforce.

Of these, Community Enterprise Queensland and the Family Responsibilities Commission prepare separate annual reports, which are provided to the Minister for tabling in the Queensland Parliament. Therefore, the transactions and achievements of these statutory bodies for 2017–2018 are not reported on in this annual report. However, Table 5 on page 51 provides further detail regarding the function and constituting Act for these statutory bodies.

Further information regarding the Palm Island Community Company, Family Responsibilities Board and Reparations Taskforce is available on the department’s website at www.datsip.qld.gov.au.

Table 5: Function and constituting Act for the Family Responsibilities Commission and Community Enterprise Queensland

STATUTORY BODY	FUNCTION	CONSTITUTING ACT
Family Responsibilities Commission	The purpose of the Family Responsibilities Commission (FRC) is to support the restoration of socially responsible standards of behaviour and to assist community members to resume and maintain primary responsibility for the wellbeing of their community and the individuals and families within the community.	The Family Responsibilities Commission was established under the <i>Family Responsibilities Commission Act 2008</i> .
Community Enterprise Queensland	Community Enterprise Queensland (previously called the Island Industries Board and trading under the name of the Islanders Board of Industry and Service) operates 17 retail stores in the Torres Strait, and six retail stores on the mainland formerly operated by the department. It aims to deliver goods and services on a sustainable business basis, including healthy food choices, at the lowest prices possible to communities of the Northern Peninsula Area Torres Strait and the mainland.	Community Enterprise Queensland was established under the <i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> .

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 our customers and stakeholders. These elements include planning, measuring performance, and internal and external reporting. 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*.

Strategic and operational planning

The department's *2017–2021 Strategic Plan* 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 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 business area operational plans and risk registers.

By 30 June 2018, the department developed the *2018–2022 Strategic Plan* which will guide the work of the department over the next four years. This strategic plan is available on the department's website at www.datsip.qld.gov.au.

Risk management

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

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

Fraud and corruption control

The department has a zero tolerance for fraud and corruption, and is committed to the highest standards of openness, probity and accountability in all of its affairs. All staff are required to act ethically and professionally in their dealings with other staff, clients and service providers.

The department's Fraud and Corruption Control Policy, Procedure and Control Plan detail the department's approach to fraud and corruption, and are published on the department's intranet site and reviewed annually.

Asset management

The department owns a range of assets, including buildings, improved and unimproved vacant land, equipment, furniture, fittings and software. The department maintains asset registers to manage and monitor these assets, and undertakes stocktakes in accordance with Queensland Treasury guidelines. All property assets have been comprehensively valued in the past four years.

Information systems and recordkeeping

The department's information and communication technology (ICT) enabled business initiatives are provided by the Department of Communities, Disability Services and Seniors (DCDSS) as part of a service level agreement.

The department meets the accountability requirements of the *Public Records Acts 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 DCDSS. 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 2017–2018*, endorsed by the Audit and Risk Committee in August 2017, was developed to focus on the higher risk business units and projects where internal audit and assurance activities will provide the most value.

In 2017–2018, the Internal Audit and Compliance Services' program of work included:

- Regulatory Decision-Making Processes
- Information Technology General Controls
- Remote Indigenous Land and Infrastructure Office—Contract Management
- Legislative Compliance Framework
- Reparations Business Processes—Ongoing Advice and Assistance
- South-East Queensland (South) Regional Office Compliance Review.

External scrutiny

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

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.

Staff are able to access the Code of Conduct and a range of supporting resources through the department's intranet site. Adherence to the Code of Conduct is a significant way in which the department demonstrates ethical leadership in how it performs its role.

FUTURE DIRECTIONS

In 2018–2019, our department will continue to strengthen its corporate governance arrangements and processes to create a capable, agile and innovative organisation by:

- promoting accountability through good governance and robust business practices
- developing a plan for strategic resource allocation and investment
- reviewing the department's Service Level Agreements with external providers to ensure that they are effective and up-to-date
- continuing to invest in technology that supports the delivery of departmental services

2018–2019 Performance measures	2018–2019 Targets
→ Performance against budget allocation	→ 99%
→ Program and project performance against budget allocation	→ 99%

Refer to the department's 2018–2022 Strategic Plan.

STATEMENT BY THE 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 2018.

Tim Hodda

Chief Finance Officer

Summary of financial performance

This section provides an overview of the financial statements of the department for the 2017–2018 financial year, which are provided in detail at the Financial Statements section (chapter 6) of this report.

Table 6: Summary of financial results of controlled operations

	FINANCIAL YEAR 2018 \$'000	FINANCIAL YEAR 2017 \$'000
Income	85,036	78,513
Expenses	89,359	74,231
Operating surplus (deficit)	(4,323)	4,282
Assets	34,316	37,672
Liabilities	9,992	8,381
Net assets	24,324	29,291

What we achieved

In 2017–2018, 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 \$4.3 million in 2017–2018, 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 the previous financial year. The department reported an operating surplus of \$4.3 million in 2016–2017, reflecting these prior year revenues for those projects, and offsets the 2017–2018 deficit. Those infrastructure initiatives remain fully funded.

Income received

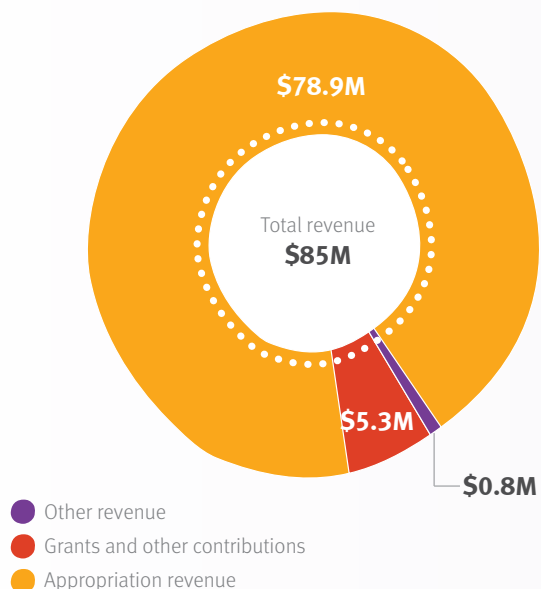
The department received income primarily through appropriation revenue and grant funding.

Income for 2017–2018 was \$85 million and this included:

- \$78.9 million in appropriation revenue from the Queensland Government
- \$5.3 million in grants and other contributions, mainly from the DHPW and the Commonwealth Government to fund land and infrastructure development programs
- \$0.8 million in other revenue.

Figure 3 shows the revenue across items for 2017–2018.

Figure 3: Revenue by type

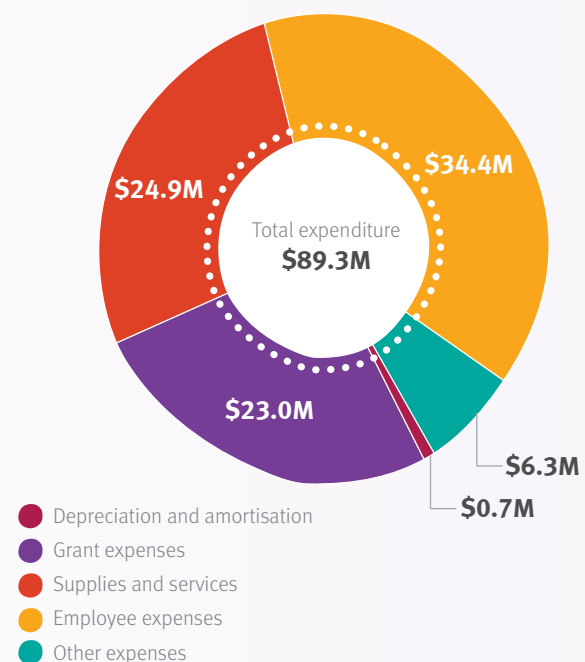


Expenses incurred

During 2017–2018, our department delivered its services through:

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

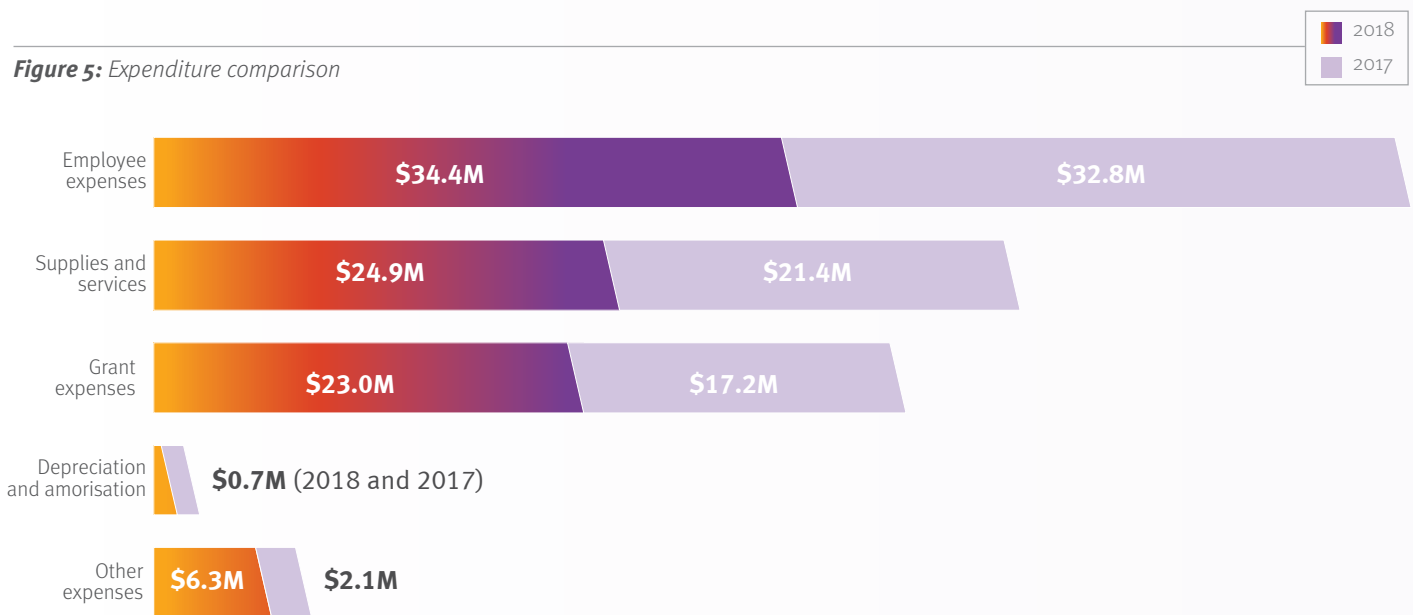
Figure 4: Operating expenditure by type



Total expenses for 2017–2018 were \$89.3 million and included:

- \$34.4 million on employee expenses
- \$24.9 million on supplies and services, including service procurement for Welfare Reform communities, and the engagement of technical experts to support land and infrastructure development and land tenure programs
- \$23.0 million on grants expenditure, including infrastructure development works in discrete Aboriginal and Torres Strait Islander communities and payments made as part of the Reparations Scheme
- \$0.7 million on depreciation and amortisation expenses
- \$6.3 million on other expenses, which included appropriation funds payable of \$5.9 million.

Figure 4 shows the expenses across items for 2017–2018.



Comparison to last year

Expenditure for our department in 2017–2018 was \$15.1 million more than 2016–2017. Employee expenses rose due to enterprise bargaining agreement increases and resourcing for new initiatives, including enhanced youth employment programs. Supplies and services increased, reflecting increased expenditure on service procurement initiatives, including the introduced From Jails to Jobs initiative and programs to address youth sexual violence and abuse. Expenditure on land tenure resolution and work history research initiatives also increased compared to 2016–2017. Grant expenditure increased, reflecting increased grant payments under the Reparations Scheme and payments made to the Queensland Aboriginal and Torres Strait Islander Foundation for scholarship funds. Other expenses increased, primarily due to appropriation funds payable increasing from \$1.9 million in 2016–2017 to \$5.9 million in 2017–2018, reflecting the timing of program expenditure.

Figure 5 compares the department's expenditure in 2017–2018 with 2016–2017.

Positive financial position

Our department has a strong balance sheet at the end of the 2017–2018 financial year. Total equity was \$24.3 million, a decrease of \$4.9 million from 2016–2017. This decrease primarily reflects the revaluation of assets undertaken during the financial year, and the current year deficit reflecting progression of the capital grants works infrastructure initiatives which were funded by contributions received in the financial year.

Assets held

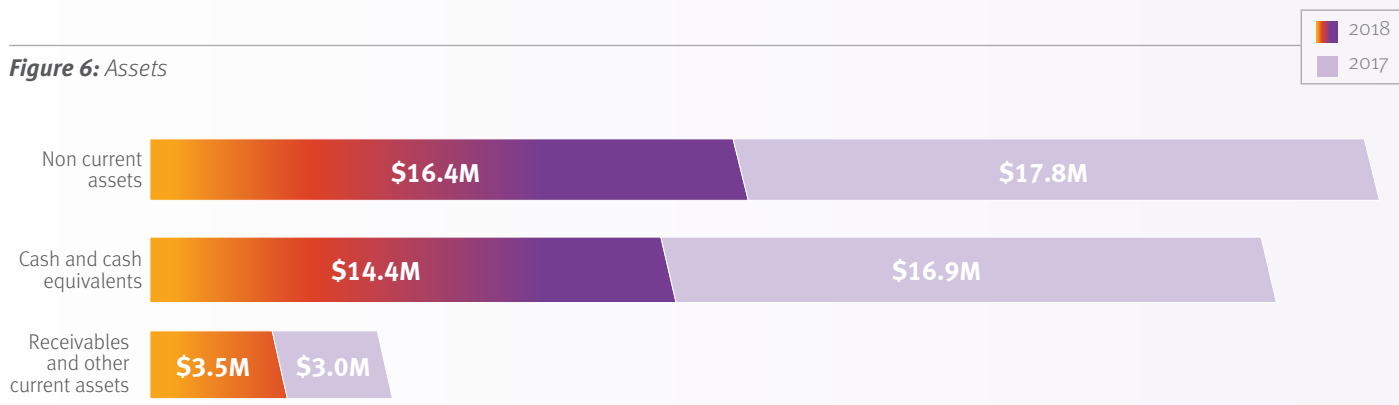
Total assets held by the department at 30 June 2018 were \$34.3 million, which included:

- \$16.4 million in property, plant and equipment, and software
- \$14.4 million in cash assets
- \$3.5 million in receivables and other current assets.

The reduction in non-current assets reflects the effects of asset revaluations and depreciation for the year. The reduction in cash reflects the expenditure on the capital grants works infrastructure initiatives which were funded by contributions received in the prior financial year.

Figure 6 provides a summary of the department's assets in 2016–2017 and 2017–2018.

Figure 6: Assets



Liabilities and equity

At 30 June 2018, our department had liabilities of \$9.9 million, including payables of \$8.3 million and accrued employee benefits of \$1.6 million. Equity totals \$24.3 million.

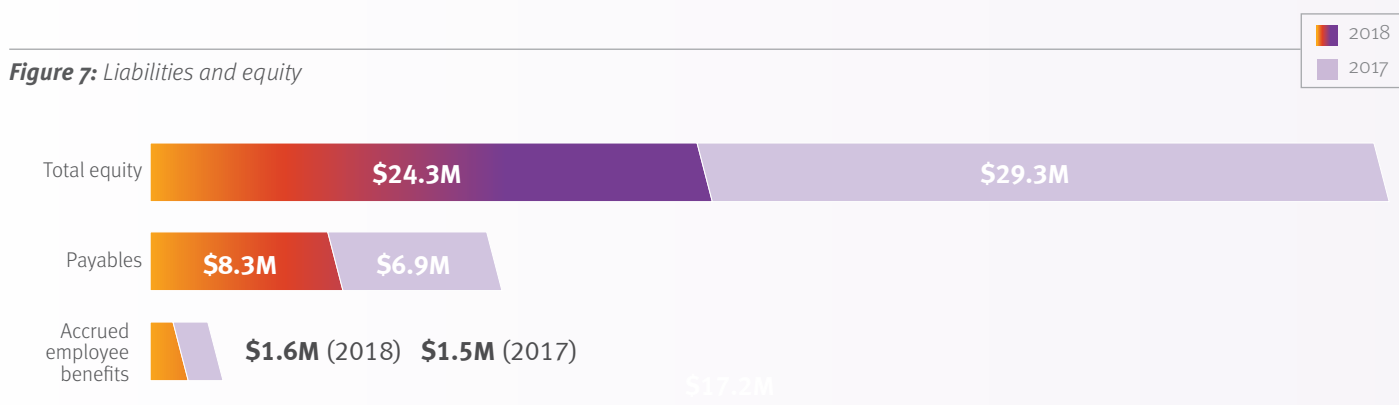
Figure 7 details the department’s liabilities and equity in 2016–2017 and 2017–2018.

Administered items

Our department administered the payment of \$4.1 million to the Family Responsibilities Commission in support of its Welfare Reform activities in the 12 months to 30 June 2018. This amount included \$1.8 million funded by the Commonwealth Government.

In addition, the department administered the payment of \$10.1 million to the Western Cape Communities Trust under the Western Cape Communities Co-Existence Agreement.

Figure 7: Liabilities and equity



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The financial statements enable readers to assess the department's financial results for the 2017–18 financial year and its financial position as at the end of the financial year.

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

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

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

The head office and principal place of business is:

Level 9, 1 William Street
Brisbane QLD 4000

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

Phone: 07 3003 6432
Email: DATSIP-FinancialServices@datsip.qld.gov.au
Website: www.datsip.qld.gov.au

Statement of comprehensive income

for the year ended 30 June 2018

	NOTES	2018 \$'000	2017 \$'000
INCOME FROM CONTINUING OPERATIONS			
Appropriation revenue	2	78,916	61,958
Grants and other contributions	3	5,319	15,972
Other revenue		801	583
Total income from continuing operations		85,036	78,513
EXPENSES FROM CONTINUING OPERATIONS			
Employee expenses	4	34,434	32,761
Supplies and services	6	24,913	21,419
Grants	7	22,977	17,231
Depreciation and amortisation		719	697
Other expenses	8	6,316	2,123
Total expenses from continuing operations		89,359	74,231
Operating result from continuing operations		(4,323)	4,282
Operating result from discontinued operations		–	(17,750)
Operating result for the year		(4,323)	(13,468)
OTHER COMPREHENSIVE INCOME			
<i>Items that will not be reclassified to operating result:</i>			
Increase (decrease) in asset revaluation surplus		(644)	1,037
Total other comprehensive income		(644)	1,037
Total comprehensive income		(4,967)	(12,431)

The accompanying Notes form part of these statements.

Statement of financial position

as at 30 June 2018

	NOTES	2018 \$'000	2017 \$'000
CURRENT ASSETS			
Cash at bank and on hand		14,379	16,887
Receivables	9	3,445	2,954
Other current assets		84	69
Total current assets		17,908	19,910
NON-CURRENT ASSETS			
Property, plant and equipment	10	16,260	17,577
Intangible assets		148	185
Total non-current assets		16,408	17,762
Total assets		34,316	37,672
CURRENT LIABILITIES			
Payables	11	8,344	6,875
Accrued employee benefits	12	1,648	1,506
Total current liabilities		9,992	8,381
Net assets		24,324	29,291
EQUITY			
Contributed equity		27,701	27,701
Asset revaluation surplus	13	4,397	5,041
Accumulated surplus (deficit)		(7,774)	(3,451)
Total equity		24,324	29,291

The accompanying Notes form part of these statements.

Statement of changes in equity

for the year ended 30 June 2018

	CONTRIBUTED EQUITY \$'000	ASSET REVALUATION SURPLUS \$'000	ACCUMULATED SURPLUS \$'000	TOTAL \$'000
BALANCE AS AT 1 JULY 2016	27,801	4,004	10,016	41,821
Operating result from continuing operations	–	–	4,282	4,282
Operating result from discontinued operations	–	–	(17,750)	(17,750)
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	–	1,037	–	1,037
Total comprehensive income for the year	–	1,037	(13,468)	(12,431)
TRANSACTIONS WITH OWNERS AS OWNERS				
Non-appropriated equity adjustment	(100)	–	–	(100)
Post machinery-of-government adjustment	–	–	1	1
Net transactions with owners as owners	(100)	–	1	(99)
Balance as at 30 June 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 as at 30 June 2018	27,701	4,397	(7,774)	24,324

The accompanying Notes form part of these statements.

Statement of cash flows

for the year ended 30 June 2018

	NOTES	2018 \$'000	2017 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
<i>Inflows:</i>			
Appropriation receipts		77,003	62,462
User charges		–	23,396
Grants and other contributions		5,588	16,544
Interest receipts		–	101
GST input tax credits from ATO		3,762	4,200
GST collected from customers		38	1,598
Other		781	664
<i>Outflows:</i>			
Employee expenses		(34,308)	(37,025)
Supplies and services		(24,354)	(24,689)
Grants		(25,896)	(16,582)
Inventory expenses		–	(14,095)
GST paid to suppliers		(3,899)	(4,478)
GST remitted to ATO		(62)	(1,453)
Other		(1,160)	(1,641)
Net cash provided by (used in) operating activities	14	(2,508)	9,005
CASH FLOW FROM INVESTING ACTIVITIES			
<i>Outflows:</i>			
Payments for property, plant and equipment		–	(397)
Net cash used in investing activities		–	(397)
CASH AT BANK AND ON HAND – OPENING BALANCE			
Net increase (decrease) in cash and cash equivalents		(2,508)	8,608
Decrease in cash and cash equivalents from restructuring		–	(11,699)
Cash at bank and on hand – closing balance		14,379	16,887

The accompanying Notes form part of these statements.

Statement of comprehensive income by major departmental services

for the year ended 30 June 2018

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	DISCONTINUED OPERATIONS	TOTAL
	2018	2018	2018	2017	2017	2017	2017
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
INCOME FROM OPERATIONS							
Appropriation revenue	34,421	44,495	78,916	28,155	33,803	–	61,958
Sale of goods	–	–	–	–	–	23,594	23,594
Grants and other contributions	4,955	364	5,319	15,142	830	–	15,972
Other revenue	151	650	801	441	142	152	735
Total income from operations	39,527	45,509	85,036	43,738	34,775	23,746	102,259
EXPENSES FROM OPERATIONS*							
Employee expenses	17,267	17,167	34,434	16,298	16,463	4,157	36,918
Supplies and services	13,490	11,423	24,913	12,208	9,211	1,916	23,335
Grants	9,600	13,377	22,977	10,658	6,573	6	17,237
Depreciation and amortisation	130	589	719	345	352	474	1,171
Inventory expenses	–	–	–	–	–	16,319	16,319
Other expenses	3,251	3,065	6,316	65	2,058	18,624	20,747
Total expenses from operations	43,738	45,621	89,359	39,574	34,657	41,496	115,727
Operating result for the year	(4,211)	(112)	(4,323)	4,164	118	(17,750)	(13,468)
OTHER COMPREHENSIVE INCOME							
<i>Items that will not be reclassified to operating result:</i>							
Increase (decrease) in asset revaluation surplus	79	(723)	(644)	541	496	–	1,037
Total comprehensive income	(4,132)	(835)	(4,967)	4,705	614	(17,750)	(12,431)
*Allocation of expenses from corporate services	2,294	2,319	4,612	2,198	2,017	–	4,215

Statement of financial position by major departmental services

as at 30 June 2018

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL
	2018	2018	2018	2017	2017	2017
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
CURRENT ASSETS						
Cash at bank and on hand	7,199	7,180	14,379	11,491	5,396	16,887
Receivables	2,407	1,038	3,445	2,145	809	2,954
Other current assets	68	16	84	9	60	69
Total current assets	9,674	8,234	17,908	13,645	6,265	19,910
NON-CURRENT ASSETS						
Property, plant and equipment	1,024	15,236	16,260	1,041	16,536	17,577
Intangible assets	–	148	148	–	185	185
Total non-current assets	1,024	15,384	16,408	1,041	16,721	17,762
Total assets	10,698	23,618	34,316	14,686	22,986	37,672
CURRENT LIABILITIES						
Payables	3,920	4,424	8,344	3,870	3,005	6,875
Accrued employee benefits	818	830	1,648	753	753	1,506
Total current liabilities	4,738	5,254	9,992	4,623	3,758	8,381
Net assets	5,960	18,364	24,324	10,063	19,228	29,291
EQUITY						
Contributed equity	8,332	19,369	27,701	8,332	19,369	27,701
Asset revaluation surplus	1,839	2,558	4,397	1,731	3,310	5,041
Accumulated surplus (deficit)	(4,211)	(3,563)	(7,774)	–	(3,451)	(3,451)
Total equity	5,960	18,364	24,324	10,063	19,228	29,291

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2017–2018

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	Reconciliation of operating result to net cash from operating activities
15	Commitments for expenditure
16	Contingencies
17	Events after the balance date
18	Financial instruments
19	Schedule of administered items
20	Reconciliation of Payments from Consolidated Fund to Administered Income
21	Budget to Actual comparison and notes

Objectives and principal activities of the department

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 Appendix 1—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 2017.

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.

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 2016–17 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

The department did not voluntarily change any of its accounting policies during 2017–18.

Accounting Standards Early Adoption

No Australian accounting standards have been early adopted for 2017–18

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*.

These standards will first apply to the department from its financial statements for 2019–20.

The department has commenced analysing the new revenue recognition requirements under these standards and is yet to form conclusions about significant impacts. Potential future impacts identifiable at the date of this report are as follows:

- Special purpose grants received to construct non-financial assets controlled by the department will be recognised as a liability, 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.
- Under the new standards, other grants presently recognised as revenue upfront may be eligible to be recognised as revenue progressively as the associated performance obligations are satisfied, but only if the associated performance obligations are enforceable and sufficiently specific. The department has commenced evaluating the existing grant arrangements with the Department of Housing and Public Works as to whether revenue from those grants could be deferred under the new requirements – however no conclusion or the potential impact, if any, has been determined at the present time.
- Grants that are not enforceable and/or not sufficiently specific will not qualify for deferral, and continue to be recognised as revenue as soon as they are controlled. The department receives grants for which there are no sufficiently specific performance obligations – the total of these grants in the 2017–18 year were \$4.9 million and are expected to continue being recognised as revenue upfront assuming no change to the current grant arrangements.
- Depending on the respective contractual terms, the new requirements of AASB 15 may potentially result in a change to the timing of revenue from sales of the department's goods and services such that some revenue may need to be deferred to a later reporting period to the extent that the department has received cash but has not met its associated performance obligations (such amounts would be reported as a liability in the meantime). The department is yet to complete its analysis of existing arrangements for sale of its goods and services and the impact, if any, on revenue recognition has not yet been determined.

AASB 9 *Financial Instruments* and AASB 2014–7 *Amendments to Australian Accounting Standards arising from AASB 9 (December 2014)*.

These standards will first apply to the department from its financial statements for 2018–19 with a 1 July 2018 date of transition. The main impacts of these standards on the department, are that they will change the requirements for the classification, measurement, impairment and disclosures associated with the department's financial assets. AASB 9 will introduce different criteria for whether financial assets can be measured at amortised cost or fair value.

The department has reviewed the impact of AASB 9 on the classification and measurement of its financial assets. The following summaries the estimated impact (or ranges of estimates) of AASB 9 will change the categorisation and valuation of the amounts reported in Note 17:

- There will be no change to either the classification or valuation of the cash and cash equivalent item.
- Trade receivables will be classified and measured at amortised cost. However, new impairment requirements will result in a provision being applied to all receivables rather than only on those receivables that are credit impaired. The department will be adopting the simplified approach under AASB 9 and measure lifetime expected credit losses on all trade receivables using a provision matrix approach as a practical expedient to measure the impairment provision.
- The amount for trade receivables owing from other government agencies of \$0.967 million is insignificant and immaterial due to the low credit risk (high quality credit rating) for the State of Queensland. No additional impairment provision will be raised for these amounts on transition.
- All financial liabilities listed in Note 18 will continue to be measured at amortised cost. The department does not expect a material change in the reported value of financial liabilities.

These changed amounts will form the opening balance of those item on the date AASB 9 is adopted. However, the department will not restate comparative figures for financial instruments on adopting AASB 9 as from 2018–19. Aside from a number of one-off disclosures in the 2018–19 financial statements to explain the impact of adopting AASB 9, a number of new or changed disclosure requirements will apply from that time. Assuming no change in the types of financial instruments that the department enters into, the most likely ongoing disclosure impacts are expected to relate to the credit risk of financial assets subject to impairment.

AASB 16 Leases

This standard will first apply to the department from its financial statements for 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*.

Unlike AASB 117 Leases, AASB 16 introduces a single lease accounting model for lessees. Lessees will be required to recognise a right-of-use asset (representing rights to use the underlying leased asset) and a liability (representing the obligation to make lease payments) for all leases with a term of more than 12 months, unless the underlying assets are of low value.

In effect, the majority of operating leases (as defined by the current AASB 117 and shown at Note 15(a)) will be reported on the statement of financial position under AASB 16.

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.

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 accumulative surplus (or other component of equity, as appropriate) at the date of initial application.

The department has analysed its existing operating lease commitments at Note 15 by type of lessor and type of lease to estimate the expected impacts on transition based on information available at 30 June.

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

Internal-to-government leases

The department's leases with internal-to-government lessors are primarily for office accommodation through the Queensland's Government Accommodation Office and employee housing under the Government Employee Housing program.

At 30 June 2018, the department has operating lease commitments of \$42 million and annual lease payments of \$3 million per year for office accommodation. For Government Employee Housing, operating lease annual payments are \$0.350 million.

Considering their operation and impact across the whole-of-government, the department is currently waiting formal guidance from Queensland Treasury as to whether these two arrangements should be accounted for on-balance sheet under AASB 16.

In the event these arrangements are to be accounted for on-balance sheet, the department estimates a right-of-use asset and lease liability on transition of approximately \$36 million for office accommodation leases and \$0.342 million for employee housing based on current operating lease commitments. There will be no material financial statement impact if these arrangements are not accounted for on-balance sheet.

The department also has a number of cancellable motor vehicle leases with Qfleet that are not presently included as part of the operating lease commitments note as they do not constitute a lease under AASB 117 and accounting Interpretation 4. The department is also awaiting confirmation from Queensland Treasury that Qfleet arrangements will continue to fall outside the requirements of AASB 16 for on-balance sheet accounting.

	2018 \$'000	2017 \$'000
2. APPROPRIATION REVENUE		
Reconciliation of payments from consolidated fund to appropriation revenue recognised in operating result		
Budgeted appropriation revenue	85,476	74,467
Transfer to administered revenue, refer to Note 20	(195)	–
Lapsed administered appropriation	(8,278)	(12,005)
Total appropriation receipts (cash)	77,003	62,462
Less: Opening balance of appropriation revenue receivable	–	(504)
Plus: Opening balance of deferred appropriation payable to Consolidated Fund	1,913	–
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(5,900)	(1,913)
Net appropriation revenue	73,016	60,045
Plus: Deferred appropriation payable to Consolidated Fund (expense)	5,900	1,913
Appropriation revenue recognised in statement of comprehensive income	78,916	61,958

Appropriations provided under the *Appropriation Act 2018* are recognised as revenue when received.

3. GRANTS AND OTHER CONTRIBUTIONS		
Contributions from other government agencies	4,926	15,596
Services received at below fair value	393	376
Total	5,319	15,972

Grants, contributions, donations and gifts 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	26,307	25,048
Employer superannuation contributions	3,530	3,387
Annual leave levy/expense	3,043	2,900
Long service leave levy/expense	537	526
Other employee benefits	712	572
	34,129	32,433
EMPLOYEE RELATED EXPENSES		
Workers' compensation premium	107	115
Other employee related expenses	198	213
	305	328
Total	34,434	32,761

4. EMPLOYEE EXPENSES (CONTINUED)

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 is non-vesting and 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 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:

	2018	2017
Number of full-time equivalent employees	297	304

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 department's former Minister to 11 December 2017, was the Honourable Mark Furner, Minister for Local Government 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 2017–18 and 2016–17. 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 2018:

POSITION	POSITION RESPONSIBILITY
Director-General	The efficient, effective and economic administration of the department.
Deputy Director-General <i>Infrastructure and Coordination</i>	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 <i>Culture and Economic Participation</i>	Developing, leading and driving the development and implementation of culture and economic policy, strategic initiatives and programs.
Deputy Director-General <i>Policy</i>	Developing, leading and driving the development and implementation of social and economic policy, strategic initiatives and programs.
Chief Operating Officer	Manages day-to-day operations and ensures they are on track and in line with the strategy and vision of the department.
Chief Finance Officer	Efficient and effective financial administration of the department.

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 as from 2016–17, 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.

For the 2017–18 year, remuneration of KMPs increased by 2.5 per cent in accordance with government policy. The following disclosures focus on the expenses incurred by the department during respective reporting periods that is attributable to key management positions. The amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

- **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 benefits** 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.

5. KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES AND RELATED PARTY TRANSACTIONS (CONTINUED)

REMUNERATION EXPENSES

The following disclosures focus on the expenses incurred by the department attributable to non-Ministerial KMP during the 2017–18 and comparatively in 2016–17.

2017–18

POSITION	SHORT-TERM EMPLOYEE BENEFITS		LONG-TERM EMPLOYEE EXPENSES	POST EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES	NON-MONETARY BENEFITS				
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Director-General (Acting) <i>(from 12 December 2017)</i>	168	4	3	12	–	187
Director-General <i>(transferred 12 December 2017)</i>	151	3	3	17	–	174
Deputy Director-General <i>Infrastructure and Coordination</i>	219	–	5	24	–	248
Deputy Director-General <i>Culture and Economic Participation</i>	209	4	4	19	–	236
Deputy Director-General <i>Policy (appointed Acting Director-General from 12 December 2017)</i>	104	–	2	12	–	118
Deputy Director-General (Acting) <i>Policy (from 2 January 2018 to 30 June 2018)</i>	104	3	2	10	–	119
Chief Operating Officer <i>(vacated 11 June 2018)</i>	221	3	5	24	160	413
Chief Finance Officer <i>(from 11 September 2017)</i>	121	–	2	14	–	137
Chief Finance Officer <i>(ceased 25 October 2017)</i>	30	1	1	6	–	38

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

2016–17

POSITION	SHORT-TERM EMPLOYEE BENEFITS		LONG-TERM EMPLOYEE EXPENSES	POST EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES	NON-MONETARY BENEFITS				
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Director-General	295	4	6	37	–	342
Deputy Director-General <i>Infrastructure and Coordination</i>	197	–	4	21	–	222
Deputy Director-General <i>Culture, Social and Economic Policy (ceased 28 October 2016)</i>	97	2	1	8	–	108
Deputy Director-General <i>Culture and Economic Participation (from 31 October 2016)</i>	135	4	3	11	–	153
Deputy Director-General <i>Policy (from 6 March 2017)</i>	85	–	1	8	–	94
Executive Director <i>Corporate Services (12 December 2016 to 4 May 2017)</i>	86	–	2	9	39	135
Executive Director (Acting) <i>Corporate Services (13 April 2016 to 30 June 2017)</i>	38	–	1	4	–	42
Chief Finance Officer	139	–	3	17	–	158

5. KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES AND RELATED PARTY TRANSACTIONS (CONTINUED)**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 2017–18.

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) provided in cash via Queensland Treasury.

The department received Grants Revenue from the Department of Housing and Public Works of \$4.63 million for Infrastructure development related works in remote and discrete Aboriginal and Torres Strait Island communities.

Queensland Police Service contributed \$0.555 million towards the Torres Strait Airstrip project. This revenue was sourced from Commonwealth Contributions to the QPS.

The recently abolished (due to machinery of government change) Department of National Parks, Sports and Racing, contributed \$0.096 million towards floor repair expenditure on the Cherbourg Sports Complex.

The department received accommodation services from the Department of Housing and Public Works of \$4.722 million and paid for departmental owned property repair and maintenance of \$0.183 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 \$1.242 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 \$1.043 million.

The Department of Natural Resources and Mines provided survey and spatial services in relation to the Cape York Peninsula Tenure Resolution Program of \$0.445 million.

The department paid the Queensland Government Statisticians Office \$0.319 million for the provision of statistical data and reporting services.

	2018 \$'000	2017 \$'000
6. SUPPLIES AND SERVICES		
Service procurement	6,892	5,394
Professional and technical fees	6,305	5,286
Operating lease rentals*	3,438	3,307
Outsourced corporate services and professional services	3,339	2,900
Travel	1,237	1,352
Property operational costs	1,228	964
Administration costs	1,027	869
Telecommunications	619	510
Repairs and maintenance	360	292
Computer operating costs	140	86
Minor plant and equipment	77	111
Consultancies	63	28
Other	188	320
Total	24,913	21,419

*Includes buildings, staff accommodation and operational vehicles.

7. GRANTS		
Grants – operating	12,074	6,391
Grants – capital	10,818	10,666
Sponsorships	85	174
Total	22,977	17,231

8. OTHER EXPENSES		
Deferred appropriation payable to Consolidated Fund *	5,900	1,913
External audit fees **	114	118
Insurance premiums	64	63
Loss on disposal of non-current assets	–	26
Other expenses	238	4
Total	6,316	2,123

* Refer to Note 2 for details.

** The Auditor-General of Queensland is the department's external auditor. Total external audit fees relating to the 2017–18 financial statements are estimated to be \$0.144 million (GST exclusive) (2017 \$0.150 million). There are no non-audit services included in this amount.

	2018	2017
	\$'000	\$'000

9. RECEIVABLES

CURRENT

Trade and other debtors	1,955	1,823
Less: allowance for impairment loss	(10)	–
	1,945	1,823
GST input tax credits receivable	643	505
GST payable	–	(24)
	643	481
Annual leave reimbursements	572	486
Long service leave reimbursements	285	164
Total	3,445	2,954

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

10. PROPERTY, PLANT AND EQUIPMENT

LAND: AT FAIR VALUE

Gross	1,530	1,535
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BUILDINGS: AT FAIR VALUE

Gross	27,398	29,063
Less: accumulated depreciation	(13,585)	(13,806)
	13,813	15,257

PLANT AND EQUIPMENT: AT COST

Gross	1,693	1,516
Less: accumulated depreciation	(776)	(731)
	917	785

Total	16,260	17,577
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10. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

PROPERTY, PLANT AND EQUIPMENT RECONCILIATION

	LAND \$'000	BUILDINGS \$'000	PLANT AND EQUIPMENT \$'000	WORK IN PROGRESS \$'000	TOTAL \$'000
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	1,530	13,813	917	–	16,260
Carrying amount at 1 July 2016	1,635	14,427	5,321	204	21,587
Acquisitions	–	112	147	161	420
Disposals	–	–	(25)	–	(25)
Transfers to other Government entities	(100)	–	(4,524)	(131)	(4,755)
Transfers between asset classes	–	189	19	(234)	(26)
Revaluation increments/(decrements)	–	1,037	–	–	1,037
Depreciation	–	(508)	(153)	–	(661)
Carrying amount at 30 June 2017	1,535	15,257	785	–	17,577

* Includes the transfer of \$3,000 to the Portable & Attractive Asset Class.

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.

10. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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 outlining the responsibility of CEQ to maintain these buildings. CEQ pays the department a fee of \$0.42 million per annum for the use of these buildings equivalent to the depreciation expense.

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

In 2017-18, the department engaged the State Valuation Service (SVS) to undertake a comprehensive valuation of the department's land and buildings.

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.

In 2017-18, the department engaged the State Valuation Service (SVS) to supply indices for the Retail Stores buildings.

These 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 identical assets and liabilities
- level 2 – represents fair value measurements that are substantially derived from inputs (other than quoted prices included within level 1) that are observable, either directly or indirectly
- level 3 – represents fair value measurements that are substantially derived from unobservable inputs.

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 no transfers of assets between fair value hierarchy levels during 2017-18.

10. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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.

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.

	2018 \$'000	2017 \$'000
11. PAYABLES		
Trade creditors	1,629	1,226
Grants payable	799	3,719
Deferred appropriation payable to Consolidated Fund	5,900	1,913
Other	16	17
Total	8,344	6,875

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	749	777
Wages and salaries payable	745	574
Long service leave levy payable	154	155
Total	1,648	1,506

	LAND \$'000	BUILDINGS \$'000	TOTAL \$'000
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13. ASSET REVALUATION SURPLUS BY CLASS

Carrying amount at 1 July 2016	941	3,063	4,004
Net revaluation increments / (decrements)	–	1,037	1,037
Carrying amount at 30 June 2017	941	4,100	5,041
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

	2018 \$'000	2017 \$'000
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14. RECONCILIATION OF OPERATING RESULT TO NET CASH FROM OPERATING ACTIVITIES

Operating surplus/(deficit)	(4,323)	(13,468)
NON-CASH ITEMS INCLUDED IN OPERATING RESULT:		
Depreciation and amortisation expense	719	1,171
Loss on disposal of non-current assets	–	26
Net assets transferred to Qld govt entity	–	19,177
Liabilities transferred to Qld govt entity	–	(683)
CHANGE IN ASSETS AND LIABILITIES:		
(Increase) decrease in GST input tax credits receivable	(138)	(176)
(Increase) decrease in receivables	(330)	1,708
(Increase) decrease in inventories	–	185
(Increase) decrease in other assets	(15)	(69)
Increase (decrease) in accounts payable	1,461	912
Increase (decrease) in GST payable	(25)	146
Increase (decrease) in accrued employee benefits	143	77
Net cash provided by (used in) operating activities	(2,508)	9,005

15. COMMITMENTS FOR EXPENDITURE

(a) Non-cancellable operating lease commitments

The department's leases are classified as operating leases. The leases are for office accommodation and storage facilities. Lease payments are subject to periodic market value or indexed increases. Commitments under operating leases at reporting date (inclusive of non-recoverable GST input tax credits) are payable:

• No later than one year	3,067	2,959
• Later than one year and no later than five years	11,814	10,534
• Later than five years	27,471	26,942
Total	42,352	40,435

	2018 \$'000	2017 \$'000
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15. COMMITMENTS FOR EXPENDITURE (CONTINUED)

Operating leases are entered into mainly for office accommodation and associated car parking.

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	6,199	4,012
• Later than one year and no later than five years	–	28
Total	6,199	4,040

(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	4,692	3,374
• Later than one year and no later than five years	1,136	–
Total	5,828	3,374

16. CONTINGENCIES

LITIGATION

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.

A current litigation case is not covered under QGIF and the approximate cost for this case is \$20,000.

REPARATIONS

A Reparations fund of \$21 million, was established in December 2015 by the Queensland Government to address the historical issue of compensation for the wages and savings of Aboriginal and Torres Strait Islander Queenslanders controlled by the previous governments under the "Protection Acts".

As at 30 July 2018, the total amount distributed to claimants from the fund is \$20.4 million. The balance remaining of \$0.6 million represents approximately 304 claims involving deceased estates for which next of kin need to be identified, and a further 19 claims to take part in the Deed of Agreement process.

Finalisation of the majority of these claims is anticipated by 30 September 2018. A small number may remain unresolved due to the complexity of identifying next of kin.

17. EVENTS AFTER THE BALANCE DATE

A Multi-Tenant Service Centre located in Lockhart River and valued at \$2.063 million, will transfer to the department from Department of Communities, Disability Services and Seniors with an effective date of 1 July 2018.

The transfer will be a non-reciprocal transfer for nil consideration.

18. FINANCIAL INSTRUMENTS

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.

(a) Categories of financial instruments

CATEGORY	NOTES	2018 \$'000	2017 \$'000
FINANCIAL ASSETS			
Cash at bank and on hand		14,379	16,887
Receivables	9	3,445	2,954
Total financial assets		17,824	19,841
FINANCIAL LIABILITIES			
Payables	11	8,344	6,875
Total financial liabilities		8,344	6,875

(b) Liquidity risk

Liquidity risk refers to the situation where the department may encounter difficulty in meeting obligations associated with financial liabilities. The department is exposed to liquidity risk in respect of its payables, in that the department needs to be able to pay these amounts when they fall due.

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

The following table sets out the financial liabilities held by the department and the contractual maturity of these based on undiscounted cash flows at reporting date.

FINANCIAL LIABILITIES	NOTES	PAYABLE			TOTAL \$'000
		< 1 YEAR \$'000	1 – 5 YEARS \$'000	> 5 YEARS \$'000	
Payables 2018	11	8,344	–	–	8,344
Payables 2017	11	6,875	–	–	6,875

(c) Credit risk exposure

Credit risk exposure refers to the situation where the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation. The maximum exposure to credit risk at balance date in relation to each class of recognised financial asset is the gross carrying amount of those assets inclusive of any allowances for impairment.

No collateral is held as security and no credit enhancements relate to financial assets held by the department. To minimise credit risk, timely monitoring and management of overdue accounts is conducted, including prompt follow-up of outstanding debts with letters and telephone calls.

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

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

FINANCIAL ASSETS PAST DUE BUT NOT IMPAIRED	NOTES	OVERDUE				TOTAL \$'000
		1 – 30 DAYS \$'000	31 – 60 DAYS \$'000	61 – 90 DAYS \$'000	GREATER THAN 90 DAYS \$'000	
Receivables 2018	9	3,440	2	–	3	3,445
Receivables 2017	9	2,923	–	2	29	2,954

18. FINANCIAL INSTRUMENTS (CONTINUED)

INDIVIDUALLY IMPAIRED RECEIVABLES POSITION	NOTES	OVERDUE				TOTAL \$'000
		1 – 30 DAYS \$'000	31 – 60 DAYS \$'000	61 – 90 DAYS \$'000	GREATER THAN 90 DAYS \$'000	
Receivables 2018	9	–	–	–	10	10
Receivables 2017	9	–	–	–	–	–

	2018 \$'000	2017 \$'000
MOVEMENT IN ALLOWANCE FOR IMPAIRMENT FOR IMPAIRED RECEIVABLES		
Balance as at 1 July	–	–
Increase/decrease in allowance recognised in operating result	10	–
Amounts written-off during the year in respect of bad debts	–	–
Balance at 30 June	10	–

(d) Fair value

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

19. 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	12,461	12,316
Grants and other contributions	1,800	900
Total administered income	14,261	13,216

ADMINISTERED EXPENSES

Grants*	14,261	14,117
Operating surplus (deficit)	–	(901)

ADMINISTERED ASSETS

Cash	103	101
Total assets	103	101
Net administered assets	103	101

ADMINISTERED EQUITY

Contributed equity	68	66
Accumulated surplus	35	35
Total administered equity	103	101

19. SCHEDULE OF ADMINISTERED ITEMS (CONTINUED)

	2018 \$'000	2017 \$'000
* GRANTS		
Western Cape Communities Co-existence Agreement	10,148	10,060
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 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	4,113	4,057
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.		
Total	14,261	14,117

20. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED INCOME

Budgeted appropriation	12,266	12,571
Transfer from appropriation revenue, refer to Note 2	195	–
Lapsed appropriation	–	(255)
Total administered receipts	12,461	12,316
Less: Opening balance of appropriation revenue receivable	–	–
Plus: Closing balance of appropriation revenue receivable	–	–
Administered income recognised in Note 19	12,461	12,316

	VARIANCE NOTES	BUDGET 2018 \$'000	ACTUALS 2018 \$'000	VARIANCE \$'000	VARIANCE % OF BUDGET
21. BUDGET TO ACTUAL COMPARISON AND NOTES					
CONTROLLED INCOME STATEMENT					
Income					
Appropriation revenue	1	85,476	78,916	(6,560)	-8%
Grants and other contributions	2	4,386	5,319	933	21%
Other revenue	3	–	801	801	0%
Total income		89,862	85,036	(4,826)	-5%
Expenses					
Employee expenses		35,286	34,434	(852)	-2%
Supplies and services	4	38,368	24,913	(13,455)	-35%
Grants	5	17,835	22,977	5,142	29%
Depreciation and amortisation		509	719	210	41%
Other expenses	6	214	6,316	6,102	2851%
Total expenses		92,212	89,359	(2,853)	-3%
Operating surplus (deficit)	7	(2,350)	(4,323)	(1,973)	84%
CONTROLLED BALANCE SHEET					
Current assets					
Cash assets	8	3,670	14,379	10,709	292%
Receivables	9	4,169	3,445	(724)	-17%
Other current assets		–	84	84	0%
Total current assets		7,839	17,908	10,069	128%
Non-current assets					
Property, plant and equipment	10	23,410	16,260	(7,150)	-31%
Intangible assets		14	148	134	957%
Total non-current assets		23,424	16,408	(7,016)	-30%
Total assets		31,263	34,316	3,053	10%
Current liabilities					
Payables	11	4,773	8,344	3,571	75%
Accrued employee benefits	12	1,300	1,648	348	27%
Total current liabilities		6,073	9,992	3,919	65%
Total liabilities		6,073	9,992	3,919	65%
Net assets		25,190	24,324	(866)	-3%
Total equity		25,190	24,324	(866)	-3%

21. BUDGET TO ACTUAL COMPARISON AND NOTES (CONTINUED)

	VARIANCE NOTES	BUDGET 2018 \$'000	ACTUALS 2018 \$'000	VARIANCE \$'000	VARIANCE % OF BUDGET
CONTROLLED CASH FLOW STATEMENT					
Cash flows from operating activities					
<i>Inflows:</i>					
Appropriation receipts	1	85,476	77,003	(8,473)	-10%
User charges and fees		–	–	–	0%
Grants and other contributions	2	4,386	5,588	1,202	27%
Other	13	–	4,580	4,580	0%
<i>Outflows:</i>					
Employee expenses		(35,286)	(34,308)	978	-3%
Supplies and services	4	(38,368)	(24,354)	14,014	-37%
Grants and subsidies	5	(17,835)	(25,896)	(8,061)	45%
Other	13	(214)	(5,121)	(4,907)	2293%
Net cash provided by (used in) operating activities		(1,841)	(2,508)	(667)	36%
Cash flow from investing activities					
<i>Outflows:</i>					
Payments for property, plant and equipment	10	(6,509)	–	6,509	-100%
Net cash provided by (used in) investing activities		(6,509)	–	6,509	-100%
Cash flows from financing activities					
<i>Inflows:</i>					
Equity injection	5	6,000	–	(6,000)	-100%
Net cash provided by (used in) financing activities		6,000	–	(6,000)	-100%
Cash at bank and on hand at beginning of financial year		6,020	16,887	10,867	181%
Net increase (decrease) in cash at bank and on hand		(2,350)	(2,508)	(158)	7%
Cash at bank and on hand at end of financial year	8	3,670	14,379	10,709	292%
ADMINISTERED ITEMS					
Administered income					
Appropriation revenue		12,266	12,461	195	2%
Grants and other contributions	14	–	1,800	1,800	0%
Administered expenses					
Grants	14	12,266	14,261	1,995	16%
Total administered operating result		-	-	-	-
Administered assets					
Cash at bank		201	103	(98)	-49%
Receivables		1	–	(1)	-100%
Administered liabilities					
Payables		100	–	(100)	-100%
Total administered equity		102	103	1	1%

A budget vs actual comparison and explanations of major variances has not been included for the Statement of Changes in Equity, as major variances relating to that statement have been addressed in explanations of major variances for other statements.

21. BUDGET TO ACTUAL COMPARISON AND NOTES (CONTINUED)

BUDGET VS ACTUAL COMPARISON – EXPLANATIONS OF MAJOR VARIANCES**Controlled items**

1. The decrease in appropriation revenue is primarily due to funding deferred to future years to meet contractual commitments and advance departmental programs including the Cape York Peninsula Tenure Resolution Program (\$1.885 million), Remote Indigenous Land and Infrastructure initiatives (\$2 million), and Welfare Reform (\$0.79 million). This is partially offset by state funding provided post the adoption of the 2017–18 budget including the Torres Strait Airstrip Upgrade Project (\$1.511 million).
2. The increase in grants and other contributions reflects the Commonwealth Government's final contribution of \$0.55 million for the Torres Strait Airstrip initiative which was received in June 2018, however budgeted for in 2018–19 with the planned completion of the initiative.
3. The increase in Other revenue is principally due to revenue from Community Enterprise Queensland (CEQ) for the use of the Retail Stores facilities in accordance with the terms of the Memorandum Of Understanding and reimbursement from the Family Responsibility Commission for prior period expenses.
4. The decrease in supplies and services is primarily due to the expenditure timing effects associated with the funding deferred to 2018–19 for the Cape York Peninsula Tenure Resolution, Remote Indigenous Land and Infrastructure initiatives, Welfare Reform and other departmental programs. Also contributing is a budget reclassification of payments from supplies and services to grants for the Reparations Scheme (\$3 million) and the Cape York Peninsula Tenure Resolution program (\$0.73 million).
5. The increase in Grants reflects the reclassification of payments from supplies and services to grants for the Reparations Scheme (\$3 million) and the Cape York Peninsula Tenure Resolution Program (\$0.73 million).
6. The increase in Other expenses is principally due to deferred appropriation payable of \$5.9 million.
7. The Operating deficit is higher due to expenditure incurred in 2017–18 on the Torres Strait Airstrip Upgrade project for which cash contributions from the Commonwealth to partly finance the initiative was received and recognised as revenue in the prior year.
8. The increase in cash assets is primarily due to contributions received for infrastructure development initiatives received in prior years from commonwealth and state agencies now expected to be expended in 2018–19. This includes \$3.25 million relating to the Kickstart Mossman Gorge infrastructure initiative.
9. The decrease in Receivables principally reflects the timing of funding contributions from the Department of Housing and Public Works for infrastructure program initiatives, including the NPARH program.
10. The decrease in property, plant and equipment is primarily due to land acquisitions related to the Cape York Peninsula Tenure Resolution Program (\$6 million) now expected to be completed in 2018–19.
11. The increase in Payables principally reflects Deferred appropriation payable of \$5.9 million in 2017–18.
12. Accrued employee benefits are higher than budget reflecting the timing of the payroll cycle, with accrued salaries payable higher than 2016–17 and reflecting enterprise bargaining cost increases.
13. The increase in Other cash inflows and outflows is principally due to GST collected from suppliers and remitted to the Australian Taxation Office not included in the budget.

Administered item

14. The increase in grants and other contributions reflects the Commonwealth Government's 2017–18 contribution to the operating costs of the Family Responsibilities Commission, which was agreed to post the publication of the 2017–18 State Budget.

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 2018 and of the financial position of the department at the end of that year; and
- c) these assertions are based on an appropriate system of internal controls and risk management processes being effective, in all material respects, with respect to financial reporting throughout the reporting period.

Timothy Hodda, FCPA
Chief Finance Officer

24 August 2018

Dr Chris Sarra, PhD
Director-General

24 August 2018

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 2018, 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 2018, 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 (\$13.813 million as at 30 June 2018)

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 Partnership specialised buildings (other than retail stores) were measured at fair value at balance date using the current replacement cost method by performing a comprehensive revaluation, with indexation applying to retail stores building assets.</p> <p>The current replacement cost method comprises:</p> <ul style="list-style-type: none"> • gross replacement cost, less • accumulated depreciation. <p>The department 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 – 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. • indexing unit rates for subsequent increases in input costs • forecasting the remaining useful lives of assets. <p>The measurement of accumulated depreciation involved significant judgements for forecasting the remaining useful lives of building components.</p>	<p>My procedures for the valuation of Buildings included, but were not limited to:</p> <ul style="list-style-type: none"> • Assessing management’s controls over the valuation process • Assessing the appropriateness of the building components used for measuring gross replacement cost with reference to asset management plans, unit costs of recent projects 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 department – obtaining an understanding of the methodology used, and assessing its appropriateness with reference to common industry practices – for buildings comprehensively revalued in the current year, evaluating on a sample basis 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 utility or obsolescence • For buildings revalued through indexation, recalculating the index with reference to the current year’s comprehensive revaluations. • Evaluating useful life estimates for reasonableness by: <ul style="list-style-type: none"> – reviewing management’s annual assessment of useful lives – assessing that no asset still in use has reached or exceeded its useful life – enquiring of management about their plans for assets that are nearing the end of their useful life – reviewing for consistency with asset management plans and enquiring of management about whether these plans remain current. • Where changes in useful lives were identified, evaluating whether the effective dates of the changes applied for depreciation expense were supported by appropriate evidence.

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 2018:

- (b) 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 2018

Nick George
as delegate of the Auditor-General

Queensland Audit Office
Brisbane

07 | APPENDICES

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ACRONYMS

AMPs	Alcohol Management Plans	GST	Goods and Services Tax
AO	Order of Australia	IBIS	Islanders Board of Industry and Service
ARC	Audit and Risk Committee	ICT	Information and Communications Technology
CCTV	Closed-circuit television	ILUA	Indigenous Land Use Agreement
CEO	Chief Executive Officer	MOHRI	Minimum Obligatory Human Resources Information
CEQ	Community Enterprise Queensland	MOU	Memorandum of Understanding
COAG	Council of Australian Governments	MP	Member of Parliament
CRM	Customer Relationship Management	NAIDOC	National Aborigines and Islanders Day Observance Committee
CYPAL	Cape York Peninsula Aboriginal Land	NDIS	National Disability Insurance Scheme
CYPTRP	Cape York Peninsula Tenure Resolution Program	NPRH	National Partnership on Remote Housing
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships	QATSIF	Queensland Aboriginal and Torres Strait Islander Foundation
DCDSS	Department of Communities, Disability Services and Seniors	QC	Queen's Counsel
DCSYW	Department of Child Safety, Youth and Women	RILIPO	Remote Indigenous Land and Infrastructure Program Office
EMPA	Executive Master of Public Administration	RNTBC	Registered Native Title Body Corporate
EOS	Employee Opinion Survey	SES	Senior Executive Service
FBT	Fringe Benefits Tax	STEPS	Supervisors for Tomorrow in Every Position and Stream
FRC	Family Responsibilities Commission	YEP	Youth Employment Program
FTE	Full-Time Equivalent		
GIS	Geographic Information System		

GLOSSARY

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)	<p>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.</p>
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	<p>A commitment by all Australian governments to work towards a better future for Aboriginal peoples and Torres Strait Islander peoples. It aims to close the gap of Aboriginal and Torres Strait Islander disadvantage in areas such as life expectancy, health, housing, education and employment.</p>
Co-design	<p>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.</p>
Co-led	<p>Co-led refers to leading together—taking a joint lead—one of a group of equals who jointly take lead roles.</p>
Cultural heritage	<p>Aboriginal and Torres Strait Islander cultural heritage is anything that is a significant Aboriginal or Torres Strait Islander area or object in Queensland, or evidence of archaeological or historical significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.</p>
Discrete Indigenous community	<p>This term refers to the following 19 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mornington Island, Mapoon, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal and Yarrabah.</p>
Family Responsibilities Commission (FRC)	<p>The FRC is a statutory body, established under the <i>Family Responsibilities Commission Act 2008</i> 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.</p>
Full-Time Equivalent (FTE)	<p>FTE refers to a calculation based on the ratio of an employee’s substantive working hours to total award hours. A full-time employee will have an FTE of 1 while part-time employees will have an FTE of less than 1.</p>

Indigenous Land Use Agreements (ILUA)	An ILUA is a voluntary, legally binding agreement about the use and management of land or waters, made between one or more Native Title groups and others (such as miners, pastoralists or governments). ILUAs provide for social and economic benefits such as 40-year social-housing leases and 99-year home-ownership leases for residential purposes, construction of social housing, leases for commercial purposes, state infrastructure, local-council infrastructure and Future Act for freeholding of land.
Land Use Planning Schemes	Planning schemes that provide Aboriginal and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community's land.
National Aborigines and Islanders Day Observance Committee (NAIDOC)	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 Indigenous Australians make to our country and our society.
National partnership agreements	National partnership agreements are agreements between the Commonwealth of Australia and state and territory governments. The agreements contain the objectives, outcomes, outputs and performance indicators, and clarify the roles and responsibilities that will guide the Commonwealth and states in the delivery of services across the relevant sectors.
Native Title	Native Title is the recognition by Australian law that some Aboriginal peoples and Torres Strait Islander peoples have rights and interests to their land that derive from traditional laws and customs.
Remote Indigenous Land and Infrastructure Program (the Program Office)	Established in July 2009, the Program Office leads the cross-agency coordination required to ensure the efficient delivery of extensive capital works programs in the 16 Aboriginal and Torres Strait Islander 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 addresses 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.
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 for Justice and Minister for Training and Skills—Part 4, sections 18–25); (sections 4, 8, 64–67, 70 and 71 jointly administered with the Attorney-General and Minister for Justice)</p>	<p>This Act does not have a statutory objective, but has a number of provisions originating from the previous legislation. The Act provides for a number of issues impacting on Aboriginal and Torres Strait Islander communities, including the establishment of Community Justice Groups, establishment of Community Enterprise Queensland, entry to trust areas, the regulation of alcohol possession and consumption in community areas, and administration of estates for Aborigines and Torres Strait Islander peoples.</p>
<p><i>Aboriginal Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage. This is primarily achieved through a framework that provides a notification and negotiation process between Aboriginal people (as the primary guardians, keepers and knowledge holders of Aboriginal cultural heritage) and a land user. There are a number of decisions made by the Chief Executive and Minister for Aboriginal and Torres Strait Islander Partnerships, including the approval of a cultural heritage management plan.</p>
<p><i>Torres Strait Islander Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage. This is primarily achieved through a framework that provides a notification and negotiation process between Torres Strait Islander people (as the primary guardians, keepers and knowledge holders of Torres Strait Islander cultural heritage) and a land user. There are a number of decisions made by the Chief Executive and Minister for Aboriginal and Torres Strait Islander Partnerships, including the approval of a cultural heritage management plan.</p>
<p><i>Aboriginal Land Act 1991</i></p> <p>(to the extent that it is relevant to the transfer of land as Aboriginal land prior to the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i> and associated transfers of land as Aboriginal land)</p>	<p>The main objective of this Act is to declare Aboriginal land as transferable land, claimable, granted land and available State land.</p>
<p><i>Land Act 1994</i></p> <p>(to the extent that it is relevant to dealing with land associated with the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i>, associated transfers of land as Aboriginal land and actions agreed in Indigenous Land Use Agreements for those lands)</p>	<p>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: sustainability, evaluation, development, community purpose, protection, consultation and administration.</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"> (a) support the restoration of socially responsible standards of behaviour and local authority in Welfare Reform community areas (b) help people in Welfare Reform community areas to resume primary responsibility for the wellbeing of their community and the individuals and families of the community. <p>The objectives are achieved primarily through the operation of the Family Responsibilities Commission.</p>

APPENDIX 2: SERVICE DELIVERY STATEMENTS

2017–2018 Performance Statement

The following section provides details of the Department of Aboriginal and Torres Strait Islander Partnerships' performance against the 2017–2018 Budget Paper No. 5—Service Delivery Statements as at 30 June 2018, 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	2017–2018 TARGET/ ESTIMATE	2017–2018 ESTIMATED ACTUAL	2017–2018 ACTUAL
SERVICE AREA: ECONOMIC PARTICIPATION				
Service standards				
<i>Effectiveness measures</i>				
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department	1,2	610	1200	1551
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement	3	60%	77%	78%
Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities	4,5	22	25	25
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	6	225	225	427
Value of government procurement from Aboriginal and Torres Strait Islander businesses	7	\$172 million	\$172 million	\$305 million
Number of hectares of State land and national parks transferred to Traditional Owners in Cape York Peninsula	8,9,10	384,290 ha	384,290 ha	103,600 ha
<i>Efficiency measure</i>				
Total cost per hour of economic participation policy	11,12	\$95	\$95	\$90

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 2017–2018 Actual for job placements for Aboriginal peoples and Torres Strait Islander peoples exceeds the 2017–2018 Target/estimate 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 2018–2019 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 increase in the 2017–2018 Actual reflects the department's focus on identifying wherever possible long-term job opportunities.
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.
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 increase in the 2017–2018 Actual compared to the 2017–2018 Target/estimate reflects an increased number of Indigenous businesses identified through the Black Business Finder and Supply Nation databases.
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 increase in the 2017–2018 Actual compared to the 2017–2018 Target/estimate reflects the increased number of identified Aboriginal and Torres Strait Islander businesses securing government procurement.
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 the 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. Given that the target 2017–2018 Target/estimate was based on the significant Thayanaku dealing, delays in negotiations related to this dealing have impacted on the achievement of this target.
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.

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	2017–2018 TARGET/ ESTIMATE	2017–2018 ESTIMATED ACTUAL	2017–2018 ACTUAL
SERVICE AREA: COMMUNITY PARTICIPATION				
<i>Effectiveness measures</i>				
Percentage of people participating in National Aborigines and Islanders Day Observance Committee (NAIDOC) Week events who believe that the event enhanced their appreciation for Aboriginal and Torres Strait Islander cultures	1	95%	92.5%	95%
Customer satisfaction with cultural heritage services provided by the department	2,3,4	New measure	New measure	85%
<i>Efficiency measures</i>				
Average cost per cultural heritage search request processed	5,6,7	\$50	\$33	\$29
Average cost per community and personal history request processed	8,9	\$4000	\$4000	\$4045
Total cost per hour of community participation policy	10,11	\$95	\$95	\$90

Notes

1. This service standard, which assesses the overall satisfaction of survey participants at NAIDOC Week events in terms of whether the events enhanced their community appreciation for Aboriginal and Torres Strait Islander cultures, has been replaced with an improved service standard. The new service standard relates to customer satisfaction with the delivery of cultural heritage searches.
2. This new service standard measures overall customer satisfaction with the delivery of cultural heritage services provided by the department through the Cultural Heritage Online Portal.
3. 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.
4. Registered land users access the Cultural Heritage Online Portal to ensure that they comply with their cultural heritage duty of care.
5. 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.
6. 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.
7. The 2017–2018 Actual of \$29 per cultural heritage search request processed is a significant decrease from the 2017–2018 Target/estimate of \$50 per request, due to the marked increase in the number of searches being undertaken by clients themselves using the more cost-efficient self-service portal.
8. 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.
9. 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. The number of requests finalised in the 2017–2018 period were fewer than anticipated due to the complexity of many of the cases. This resulted in the average cost of a request slightly exceeding the Target/Estimate amount of \$4000.
10. 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.
11. 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.

APPENDIX 3: PROFILE OF DATSIP BOARD MEMBERS

as at 30 June 2018

NAME	ROLE	PROFILE
Tammy Williams	Acting Director-General Deputy Director-General, Aboriginal and Torres Strait Islander Policy	<p>Ms Williams has been the A/Director-General for the Department of Aboriginal and Torres Strait Islander Partnerships since December 2017.</p> <p>Ms Williams is responsible for developing, leading and driving the development and implementation of social policy, strategic initiatives and programs to deliver on government priorities.</p> <p>Ms Williams holds a Bachelor of Laws.</p>
Allen Cunneen	Deputy Director-General, Infrastructure and Coordination	<p>Mr Cunneen is responsible for coordinating the planning and implementation of Queensland Government infrastructure investment, and delivering economic and community participation outcomes for Aboriginal and Torres Strait Islander communities and individuals in North Queensland, Far North Queensland and Torres regions.</p>
Helena Wright	Deputy Director-General, Culture and Economic Participation	<p>Ms Wright is responsible for high level leadership by working collaboratively with internal and external stakeholders to improve employment and business development opportunities for Aboriginal and Torres Strait Islander Queenslanders.</p> <p>Ms Wright holds a Bachelor of Arts (Criminology and Criminal Justice), and is currently completing an Executive Masters in Public Administration.</p>
Jason Kidd	Acting Deputy Director-General, Policy	<p>Mr Kidd is responsible for providing whole-of-government, high performance leadership on policy and legislation initiatives and strategic reforms that increase community and economic participation outcomes for First Nations Queenslanders. Mr Kidd drives strategic policy performance within the department and across government to ensure services and outcomes respond to community goals and strengths, and are continuously improved in line with government objectives for the community.</p>
Timothy Hodda	Chief Finance Officer, Financial Services	<p>Mr Hodda is responsible for providing financial services that support the department's delivery of services to Aboriginal and Torres Strait Islander Queenslanders, as well as meeting its legislative reporting and financial accountability obligations.</p>
Denise Andrews	Acting Executive Director, Policy and Corporate Services	<p>Ms Andrews is responsible for Corporate Services, including human services, communications, strategy, governance, performance management, risk management and business continuity.</p> <p>Ms Andrews holds a Master of Indigenous Social Policy, a Graduate Certificate in Policy Analysis, a Bachelor of Education—Adult Education, and an Associate Diploma in Business—Accountancy.</p>

APPENDIX 4: DATSIP BOARDS AND COMMITTEES

DATSIP BOARD	
Roles and responsibilities	<p>The purpose of the DATSIP Board is to:</p> <ul style="list-style-type: none"> • provide strategic direction to the department • strategically manage the department’s human resources, finances, performance and risk • oversee the department’s strategic programs and projects.
Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Policy, DATSIP (Member) • A/Executive Director, Policy and Corporate Services, DATSIP (Member) • Chief Finance Officer, DATSIP (Invitee), for strategic finance discussion.
Meeting frequency	The DATSIP Board meets bi-monthly. The DATSIP Board met four times during 2017–2018.
EXECUTIVE LEADERSHIP TEAM	
Roles and responsibilities	The Executive Leadership Team (ELT) has responsibility for managing the critical and emerging tactical and operational issues that impact on the department and its functions.
Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Policy, DATSIP (Member) • A/Executive Director, Policy and Corporate Services, DATSIP (Member) • Executive Director, Policy, DATSIP (Member) • Executive Director, Economic Participation, DATSIP (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Chief Finance Officer, DATSIP (Member).
Meeting frequency	The ELT meets fortnightly, not including the week that the DATSIP Board is scheduled to meet. The ELT met 37 times during 2017–2018.

DATSIP FINANCE COMMITTEE

Roles and responsibilities	The DATSIP Finance Committee is responsible for managing the critical and emerging tactical and operational issues that impact on the department and its functions, as well as focusing on budget matters.
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Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Policy, DATSIP (Member) • Chief Operating Officer, Corporate Services, DATSIP (Member) • Chief Finance Officer, DATSIP (Member).
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Meeting frequency	The DATSIP Finance Committee meets monthly. During 2017–2018, the DATSIP Finance Committee met twice with finance matters also considered at ELT and DATSIP Board meetings.
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DATSIP REGIONAL SERVICE DELIVERY FORUM

Roles and responsibilities	The DATSIP Regional Service Delivery Forum is responsible for managing emerging business and operational issues that impact on regional service delivery. The Forum ensures the integration of programs, policy and regional activities internally and across government.
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Membership	<ul style="list-style-type: none"> • Deputy Director-General, Culture and Economic Participation, DATSIP (Chair) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Co-Chair) • Deputy Director-General, Policy, DATSIP (Member) • Executive Director, Economic Participation, DATSIP (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Regional Director, Torres Strait, DATSIP (Member) • Regional Director, Far North Queensland, DATSIP (Member) • Regional Director, North Queensland, DATSIP (Member) • Regional Director, Central Queensland, DATSIP (Member) • Regional Director, South East Queensland, DATSIP (North) (Member) • Regional Director, South East Queensland, DATSIP (South) (Member) • Regional Director, South West Queensland, DATSIP (Member).
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Meeting frequency	The DATSIP Regional Service Delivery Forum meets for two days every two months. The forum met five times during 2017–2018.
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ICT STEERING COMMITTEE

Roles and responsibilities	The ICT Steering Committee provides ICT strategic direction to DATSIP and ensures the investment in new information-management and ICT projects is aligned with the departmental and whole-of-government priorities.
Membership	<ul style="list-style-type: none"> • A/Executive Director, Policy and Corporate Services, DATSIP (Chair) • Chief Finance Officer, DATSIP (Member) • Manager, Information and Communication Technology, DATSIP (Special Non-voting Member) • Regional Director, Infrastructure and Coordination, DATSIP (currently FNQ Region) (Member) • Director/ED, Infrastructure and Coordination, DATSIP (to be nominated by DDG, I&C) (Member) • Director/ED, Culture and Economic Participation, DATSIP (currently Director, Cultural Heritage Unit) (Member) • Regional Director, Culture and Economic Participation, DATSIP (currently SWQ Region) (Member) • Director/ED, Policy, DATSIP (to be nominated by DDG, Policy) (Member) • Head of Internal Audit and Compliance Services, Department of Communities, Disability Services and Seniors (Non-voting Member) • Senior Architecture Consultant (Networks), Queensland Government Chief Information Office (Member).
Meeting frequency	The ICT Steering Committee meets quarterly. During 2017–2018, the ICT Steering Committee met four times.

AUDIT AND RISK COMMITTEE

Roles and responsibilities	The primary role 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 to assist in the discharge of the Director-General's financial management responsibilities imposed under the <i>Financial Accountability Act 2009</i> , <i>Financial Accountability Regulation 2009</i> and <i>Financial and Performance Management Standard 2009</i> .
Membership	<p>Committee members</p> <ul style="list-style-type: none"> • Director, Internal Audit, Department of Housing and Public Works (External Member) (Chair) • Chief Finance Officer, Department of National Parks, Sport and Racing (External Member) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Policy, DATSIP (Member) • Chief Operating Officer, DATSIP (Member) <p>Special non-voting member</p> <ul style="list-style-type: none"> • Director-General, DATSIP <p>Non-voting members</p> <ul style="list-style-type: none"> • Head of Internal Audit and Compliance Services, Department of Communities, Disability Services and Seniors • Chief Finance Officer, DATSIP • Queensland Audit Office (Engagement Leader, Manager or Team Leader) • Manager, Governance, Planning and Reporting, Corporate Services, DATSIP
Meeting frequency	<p>The ARC meets on a quarterly basis with an additional meeting scheduled in August to approve annual financial statements. During 2017–2018, the committee met twice.</p> <p>The committee observed the terms of its charter, having due regard to the <i>Audit committee guidelines: improving accountability and performance</i>, issued by Queensland Treasury (June 2012).</p>

AGENCY CONSULTATIVE COMMITTEE	
Roles and responsibilities	The purpose of the Agency Consultative Committee (ACC) is to facilitate meaningful consultation between the department's executive management and the unions on matters arising under the State Government's Certified Agreement 2015 or subsequent certified agreements, as well as matters that otherwise impact or may impact the workforce of DATSIP. The ACC reports directly to the Director-General, DATSIP.
Membership	<ul style="list-style-type: none"> • A/Executive Director, Planning and Corporate Services, DATSIP (Co-Chair) • Workplace delegates of Together Qld Union of Employees (Co-Chair and Members) • Manager, Human Resources, DATSIP • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Policy, DATSIP (Member) • Official representative of Together Queensland Union of Employees (Member).
Meeting frequency	The ACC meets monthly. During 2017–2018, the ACC met four times.
WELFARE REFORM ADVISORY BOARD	
Roles and responsibilities	The purpose of the Welfare Reform Advisory Board is to assist the Welfare Reform partners (the Queensland Government, Commonwealth Government and Cape York Institute) by providing strategic and innovative advice on Welfare Reform policy and program design, policy across the four streams of Welfare Reform (economic opportunity, social responsibility, education and housing) and product and service design in Welfare Reform communities.
Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • First Assistant Secretary, Department of the Prime Minister and Cabinet (Member) • Executive General Manager, Cape Operations, Cape York Partnership (Member).
Meeting frequency	The Welfare Reform Advisory Board meets quarterly and during 2017–2018, met four times.
FAMILY RESPONSIBILITIES BOARD	
Roles and responsibilities	The purpose of the Family Responsibilities Board (FR 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.
Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • First Assistant Secretary, Indigenous Affairs, Department of the Prime Minister and Cabinet, Commonwealth Government; • Founder, Cape York Institute.
Meeting frequency	The Board meets quarterly, during 2017–2018, met three times.

REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD

Role, function and responsibilities

As the key decision-making body within the governance model of the Remote Indigenous Land and Infrastructure Program Office (Program Office), 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 Program Office.

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)
- Deputy Director-General, Infrastructure and Coordination, DATSIP (Member)
- Executive Director, Infrastructure and Coordination, DATSIP (Member)
- Executive Director, Department of the Premier and Cabinet (Member)
- Membership of the Program Office Board can be changed at the discretion of the Chair.
- When Board meetings are convened (every third meeting), 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 RILIPO Board meets on a quarterly basis. Every third meeting is a Program Partnership Board meeting. During 2017–2018, the RILIPO Board met three times.

APPENDIX 5: 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	vi
Accessibility	<ul style="list-style-type: none"> Table of contents 	ARRs – section 9.1	viii
	<ul style="list-style-type: none"> Glossary 	ARRs – section 9.1	93
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	108
	<ul style="list-style-type: none"> Interpreter service statement <i>Queensland Government Language Services Policy</i> 	ARRs – section 9.3	108
	<ul style="list-style-type: none"> Copyright notice <i>Copyright Act 1968</i> 	ARRs – section 9.4	108
	<ul style="list-style-type: none"> Information licensing <i>QGEA – Information Licensing</i> 	ARRs – section 9.5	108
General information	<ul style="list-style-type: none"> Introductory information 	ARRs – section 10.1	1–14
	<ul style="list-style-type: none"> Agency role and main functions 	ARRs – section 10.2	1–14
	<ul style="list-style-type: none"> Machinery-of-government changes 	ARRs – section 31 and 32	n/a
	<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	10, 12, 16, 28, 40
	<ul style="list-style-type: none"> Other whole-of-government plans/specific initiatives 	ARRs – section 11.2	18, 29, 30, 32, 35
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.3	10–12
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.4	96–99
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	53–56
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	7
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	100
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	50 www.datsip.qld.gov.au/publications-governance-resources/corporate-publications/annual-report
	<ul style="list-style-type: none"> <i>Public Sector Ethics Act 1994</i> 	ARRs – section 13.4	52
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.5	1
	Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1
<ul style="list-style-type: none"> Audit committee 		ARRs – section 14.2	103
<ul style="list-style-type: none"> Internal audit 		ARRs – section 14.3	52
<ul style="list-style-type: none"> External scrutiny 		ARRs – section 14.4	52
<ul style="list-style-type: none"> Information systems and recordkeeping 		ARRs – section 14.5	52

SUMMARY OF REQUIREMENT	BASIS FOR REQUIREMENT	ANNUAL REPORT REFERENCE	
Governance – human resources	<ul style="list-style-type: none"> Strategic workforce planning and performance <i>Early retirement, redundancy and retrenchment Directive No.16/16 Early Retirement, Redundancy and Retrenchment</i> <i>Directive No.16/16 Early Retirement, Redundancy and Retrenchment (from 11 May 2018)</i> 	ARRs – section 15.1	46
	<ul style="list-style-type: none"> Early retirement, redundancy and retrenchment 	ARRs – section 15.2	47
Open data	<ul style="list-style-type: none"> Statement advising publication of information 	ARRs – section 16	108
	<ul style="list-style-type: none"> Consultancies 	ARRs – section 33.1	109 https://data.qld.gov.au
	<ul style="list-style-type: none"> Overseas travel 	ARRs – section 33.2	109 https://data.qld.gov.au
	<ul style="list-style-type: none"> Queensland Government Language Services Policy 	ARRs – section 33.3	109 https://data.qld.gov.au
Financial statements	<ul style="list-style-type: none"> Certification of financial statements 	FAA – section 62 FPMS – sections 42, 43 and 50 ARRs – section 17.1	86
	<ul style="list-style-type: none"> Independent Auditor’s Report 	FAA – section 62 FPMS – section 50 ARRs – section 17.2	87–90

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

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Email: enquiries@datsip.qld.gov.au

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Online information

Additional 2017–2018 performance information in relation to the following topics is available through the Queensland Government Open Data website (www.qld.gov.au/data):

- Consultancies
- Overseas travel
- Queensland Language Services Policy.

We value your feedback

Your feedback about this annual report is valuable and helps us to continually improve our reports. To provide your feedback on this report please visit the *Get Involved* website (www.qld.gov.au/annualreportfeedback).

The Department of Aboriginal and Torres Strait Islander Partnerships' Annual Report has been printed to environmentally responsible paper, under the ISO 14001 environmental management system.



