

2011–12

Annual Report

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





31 October 2012

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

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

Dear Minister

I am pleased to present the Annual Report 2011–12, including the financial statements, for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.

The department was established on 3 April 2012 following the machinery-of-government changes which resulted in various functions being transferred to the new department from four former departments—the Department of Communities, the Public Service Commission, the Department of Education, Training and the Arts and the Department of Environment and Resource Management.

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

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

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

Yours sincerely

Ron Weatherall
Acting Director-General
Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

Director-General's Message

I am very pleased to deliver the first Annual Report for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs. It is a privilege to have the responsibility of establishing our new department and to progress the important work it delivers.

Our department is strongly committed to contributing to the government's community objectives by ensuring that Aboriginal people, Torres Strait Islander people and people from culturally and linguistically diverse backgrounds equally access, participate in and contribute to Queensland's prosperity and lifestyle.

We have a key whole-of-government leadership role in Aboriginal, Torres Strait Islander and multicultural affairs, and this includes delivering quality frontline services to support the economic growth and cultural vibrancy of Queensland communities. Earlier this year, I had the opportunity to participate in a round table forum at Cunnamulla. This round table was facilitated by our South West regional team and included Indigenous leaders from the community, government representatives, both state and Commonwealth, and people from non-government organisations. I observed a very productive and inclusive conversation around successes, issues and strategies of joint action to address emerging issues. The process highlighted to me the important role our department plays in building local leadership capacity and brokering improved service delivery.

Our operating environment

During 2011–12, our operating environment was impacted by the economic downturn and our tight fiscal environment which required a careful re-prioritisation of our resources in order to meet our commitments to government and the broader community.

As a result of the recent machinery-of-government changes, various functions were transferred from four departments to form the new Department of Aboriginal and Torres Strait Islander and Multicultural Affairs on 3 April 2012. These functions included:

- the Aboriginal and Torres Strait Islander Services and Multicultural Affairs service areas within the former Department of Communities
- staff responsible for Project 2800 from the Public Service Commission within the Department of the Premier and Cabinet
- the cultural heritage unit within the former Department of Environment and Resource Management
- Indigenous employment staff within the former Department of Education, Training and the Arts.

Despite the complexities involved in the establishment of our department, we have had the opportunity to set a new strategic direction and to renew our focus on improving outcomes for Aboriginal people, Torres Strait Islander people and people from culturally and linguistically diverse backgrounds. This new direction will enable us to implement the government's reform agenda as well as to position our department to meet future challenges and to realise the opportunities they bring.

Our achievements in 2011–12

During the past 12 months, we maintained our focus on improving outcomes for our clients. Some of our significant achievements were:

- The release of the Learning Earning Active Places (LEAP) strategy to improve the delivery of government services to Aboriginal and Torres Strait Islander Queenslanders by increasing access to education, employment, health and housing opportunities in urban and regional areas.

- Creating job opportunities for Aboriginal and Torres Strait Islander Queenslanders in discrete Indigenous communities from the roll-out of social housing, maintenance, upgrading and associated infrastructure projects.
- Preserving and managing Queensland's rich Aboriginal and Torres Strait Islander cultural heritage by conducting 15,937 cultural heritage search requests under the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.
- Continuing to implement the Cape York Welfare Reform Trial with initiatives focused on strengthening parental and social responsibility, and improving educational outcomes and job opportunities in Hope Vale, Aurukun, Mossman Gorge and Coen.
- Launching the Queensland Multicultural Policy: A Multicultural Future for All of Us which outlines key priorities to support our multicultural communities, including improving services, jobs, skills and enterprise.
- Providing funding and support to organisations to promote the benefits of cultural diversity.

These achievements not only highlight the quality and expertise of our people but also evidence our strong relationships with our Aboriginal, Torres Strait Islander and multicultural stakeholders, government agencies and other partners. A more comprehensive picture of our performance is provided on page 18 of this report.

Our future priorities

The year 2012–13 will be an exceptional time for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) as we embark on implementing significant reforms to improve the outcomes for Aboriginal people, Torres Strait Islander people and people from culturally and linguistically diverse backgrounds.

Our priorities will include developing and implementing a whole-of-government Aboriginal and Torres Strait Islander economic participation framework for action, addressing land tenure and infrastructure planning issues, reviewing Alcohol Management Plans and leading the implementation of the Queensland Multicultural Policy. In 2013, we will introduce the new Queensland Multicultural Week which will provide opportunities for community groups to become involved in delivering local events and promote multiculturalism. We will also continue to deliver efficient, effective and relevant services which are developed for, and with, Aboriginal and Torres Strait Islander Queenslanders.

In the coming year, I look forward to leading the department and working closely with our Indigenous and multicultural stakeholders, other government agencies and industry to identify innovative ways we can improve our service delivery and contribute to the government's new agenda for Queensland.

Debbie Best

Acting Director-General

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

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Overview

ABOUT OUR REPORT

This annual report aims to:

- describe our performance by detailing our achievements, performance, outlook and financial position for 2011–12
- demonstrate our accountability and transparency by enabling our Minister, Queensland Parliament, our clients, stakeholders and the broader community to assess our efficiency and effectiveness in delivering Aboriginal and Torres Strait Islander and Multicultural Affairs services. It also shows our focus on continuous improvement.

Our report provides a comprehensive picture of our financial and non-financial performance. We have based our non-financial performance on the former Department of Communities' 2011–15 Strategic Plan from which the majority of functions were transferred to the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.

Additional functions, which were transferred from the Department of the Premier and Cabinet, the former Department of Education, Training and the Arts and the former Department of Environment and Resource Management all relate to Aboriginal and Torres Strait Islander affairs, and these have been included in the relevant sections of this report.

The financial performance section of the report is based on the period between 3 April – 30 June 2012, which is in accordance with whole-of-government financial reporting requirements.

WHO WE ARE

Our vision

Fair, cohesive and vibrant Queensland communities.

Our purpose

Providing integrated community services that strengthen Queensland.

Our values

- client focus
- collaboration
- diversity
- innovation
- professional integrity.

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) was established on 3 April 2012, under the *Public Service Act 2008* as a result of machinery-of-government changes.

The establishment of our new department has provided us with the opportunity to sharpen our focus on improving the outcomes for Aboriginal people, Torres Strait Islander people and those from culturally and linguistically diverse backgrounds in Queensland.

Through our whole-of-government leadership role we:

- act to remove the barriers to home ownership on Aboriginal and Torres Strait Islander land, particularly addressing land tenure issues for Aboriginal and Torres Strait Islander Queenslanders
- review Alcohol Management Plans in consultation with Aboriginal and Torres Strait Islander communities
- deliver opportunities for change in education, health and employment for Indigenous Queenslanders
- support the continued development and growth of strong multicultural communities.

WHAT WE DO

Our department delivers:

- **Aboriginal and Torres Strait Islander Affairs services** by providing whole-of-government policy leadership, program development, implementation, coordination and monitoring, and by delivering services to Aboriginal and Torres Strait Islander Queenslanders.

These services are delivered across the state through eight regions including Brisbane, South East, South West, North Coast, Central Queensland, North Queensland, Far North Queensland and the Torres Strait Islands.

- **Multicultural Affairs services** by providing whole-of-government leadership in multicultural policy and engagement with people from culturally and linguistically diverse backgrounds.

Our services are supported by a central corporate office.

OUR CLIENTS AND STAKEHOLDERS

Our clients are Aboriginal people, Torres Strait Islander people and people from culturally and linguistically diverse backgrounds within Queensland. We work closely with all levels of government, industry, non-government organisations and community representatives to improve outcomes for our clients.

OUR OPERATING ENVIRONMENT

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs contributes to the following four government community objectives:

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

Our 2012–16 strategic plan sets the direction for the department over a four-year period. The plan identifies the department's strategic risks which assist in determining the priority strategies.

The strategic risks that impacted on our operating environment throughout the year were:

- population growth and the increasing demand and cost of services
- an ageing workforce and increasing competition from other government agencies and the private sector impacting on our ability to attract and retain skilled staff.

The unprecedented natural disasters of 2010–2011 and the continued global economic downturn added further complexity to our operating environment during 2011–12.

We spent \$15.2 million from 1 May 2012 to 30 June 2012 for the delivery of Aboriginal and Torres Strait Islander Services and Multicultural Affairs services.

The department operates six Retail Stores in remote locations, five of which are owned by the government, and owns land and buildings in Far North Queensland, Cape York Peninsula and the Torres Strait.

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

OUR PEOPLE

As at 30 June 2012, we had 381 full-time equivalent (FTE) staff. Of these, 90 per cent were in frontline or frontline support roles which included positions such as Indigenous regional liaison officers, government coordination officers, cultural heritage officers, regional cultural heritage coordinators, retail store managers, assistant store managers and community and personal histories officers.

OUR GOVERNANCE STRUCTURE

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HIGHLIGHT IN 2011–12

Established an interim governance committee framework to support the senior executive in managing and governing the department.

Our Governance Structure

MACHINERY-OF-GOVERNMENT CHANGES

As a result of machinery-of-government changes, various functions were transferred from four departments to form the new Department of Aboriginal and Torres Strait Islander and Multicultural Affairs on 3 April 2012.

The functions which were transferred by 30 June 2012 included:

- the Aboriginal and Torres Strait Islander and Multicultural Affairs Queensland service areas from the former Department of Communities
- staff responsible for Project 2800 from the former Public Service Commission within the Department of the Premier and Cabinet
- the cultural heritage unit from the former Department of Environment and Resource Management
- Indigenous employment staff from the former Department of Education, Training and the Arts.

OUR ORGANISATIONAL STRUCTURE

As at 30 June 2012, our organisational structure (Figure 1) comprised four key branches:

Aboriginal and Torres Strait Islander Employment, Culture and Programs:

is responsible for whole-of-government programs such as Aboriginal and Torres Strait Islander employment initiatives, cultural capability and engagement initiatives, cultural heritage and specific programs including the Learning Earning Active Places (LEAP) strategy.

Aboriginal and Torres Strait Islander Services:

is responsible for whole-of-government leadership, coordination and monitoring in policy and service delivery for Aboriginal and Torres Strait Islander Queenslanders. The branch has three sub-branches: Aboriginal and Torres Strait Islander Policy, Remote Indigenous Land and Infrastructure Program Office (RILIPO) and eight service delivery regions (including Torres Strait as a stand-alone region).

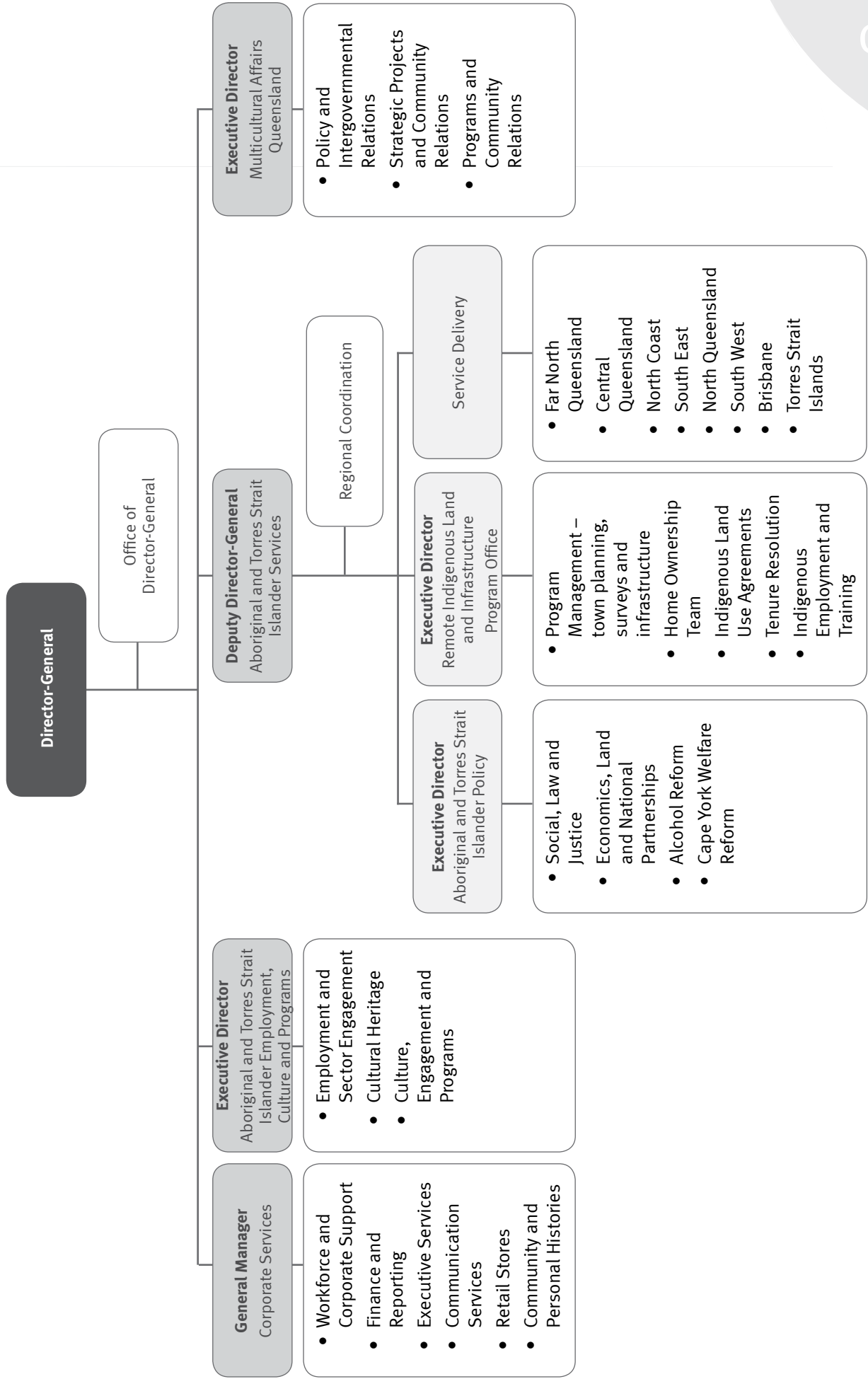
Multicultural Affairs: is responsible for whole-of-government leadership in multicultural policy and engagement with people from culturally and linguistically diverse backgrounds across Queensland through the delivery of a number of policies and programs, particularly the Queensland Multicultural Policy 2011 and the Queensland Multicultural Action Plan 2011–14.

Corporate Services: is responsible for corporate functions including governance and reporting, finance, human resources and executive services. The branch also has lead responsibility for client based activities including managing the six Retail Stores the department operates, providing community and personal history services, and implementing the Cape York Tenure Resolution Program.

Figure 1

DATSIMA Organisational Structure

as at 30 June 2012



OUR MINISTER

Our department supports Minister Glen Elmes and Assistant Ministers David Kempton and Robert Cavallucci. Their responsibilities are as follows:

**Hon. Glen Elmes MP,
Minister for Aboriginal and
Torres Strait Islander and
Multicultural Affairs and
Minister Assisting the Premier**

Responsible for Aboriginal and Torres Strait Islander policy, rights and culture, multicultural affairs and assisting the Premier with public service industrial relations.

**David Kempton MP,
Assistant Minister for
Aboriginal and Torres Strait
Islander Affairs**

Responsible for assisting the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs with the execution of the duties of the Minister's portfolio regarding Aboriginal and Torres Strait Islander affairs.

**Robert Cavallucci MP,
Assistant Minister for
Multicultural Affairs**

Responsible for assisting the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs with the execution of the duties of the Minister's portfolio regarding multicultural affairs.

OUR BOARD OF MANAGEMENT

The department is managed by the DATSIMA Board. The profiles of our senior executives, who were members of the DATSIMA Board as at 30 June 2012, are as follows:

Debbie Best, Acting Director-General

Bachelor of Arts, Bachelor of Educational Studies, Masters of Education Administration, Diploma in Education, Graduate Certificate in Public Administration, FAICD. (Chair)

Debbie Best is the Acting Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs within the Queensland Government. In this role, Debbie provides strategic leadership and oversight of the department.

Prior to this Debbie had a long and distinguished career in natural resource management and state education. Through senior positions in the former Department of Environment and Resource Management, Department of Natural Resources, the Environmental Protection Agency,

Department of Education and various schools throughout Queensland, Debbie has played and continues to play a leading role in major policy development, oversight of major program implementation and represents Queensland at many national forums.

Debbie is a Trustee and Director of QSuper.

**Ron Weatherall, Deputy Director-General,
Aboriginal and Torres Strait Islander
Services**

*Bachelor of Business (Accounting)
(Member)*

Ron Weatherall is a Kamilaroi Murri from South West Queensland.

His career has spanned 20 years in both the public and private sectors. Ron is intent on making sure Indigenous people are not left behind by providing strategic leadership and direction in the field of Indigenous social policy development, with a particular focus on employment, vocational education and training.

Garry Page, Executive Director, Multicultural Affairs Queensland

*Bachelor of Arts, Post Graduate Diploma in Social Science, Post Graduate Diploma in Human Resource Management
(Member)*

Garry Page has held many positions in the public sector over the past 30 years. He has also worked nationally and internationally in the areas of child safety, youth justice, homelessness and disability services.

In his current role as Executive Director of Multicultural Affairs Queensland, Garry works in close partnership with the community and multicultural stakeholders to strengthen multiculturalism in Queensland.

Garry is a Paul Harris Fellow (Rotary International) —recognised for his international aid work, and is an Associate Fellow of the Australian Institute of Management. He has been an elected Councillor in local government.

Wayne Briscoe, Executive Director, Aboriginal and Torres Strait Islander Policy

*Bachelor of Laws (Hons), Masters of Arts (Criminal Justice)
(Member)*

Wayne Briscoe has held a number of senior positions in the Queensland Government over the past 20 years with Queensland Law Reform Commission, the Office of Fair Trading, Criminal Justice Commission, Liquor Licensing Division and with previous iterations of DATSIMA.

Wayne's previous experience includes lecturing in law, research positions with the Tasmanian and Western Australian Law Reform Commissions, private legal practice and holding a senior advocacy role with the Marshall Islands Nuclear Claims Tribunal in the Republic of the Marshall Islands.

Allen Cunneen, Executive Director, Remote Indigenous Land and Infrastructure Program Office

(Member)

Allen Cunneen has extensive experience in project management and contract management services. He spent 36 years in the Department of Housing and Public Works prior to joining the former Department of Communities (ATSIS) in 2009.

Allen was awarded an Order of Australian Medal (OAM) in 2006 for Infrastructure Planning after Tropical Cyclone Larry.

Haylene Grogan, Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs

*Masters of Public Administration, Masters of Arts
(Aboriginal Affairs Administration), Bachelor of Nursing
Science, Graduate Certificate of Management, Graduate
Diploma of Aboriginal Studies, General Nursing
Certificate
(Member)*

Haylene Grogan began her career in the community-controlled health sector at Wuchopperen Aboriginal Medical Service Centre in Cairns. Her experience at Wuchopperen positioned her to pursue a career in nursing and midwifery.

After almost a decade in nursing, Haylene gained exposure in the broader public service through an Executive Development Program.

Haylene has worked for more than 29 years in the public service (mostly in Aboriginal and Torres Strait Islander health or Aboriginal and Torres Strait Islander affairs), including six years in the federal health system.

Her career has encompassed positions in service delivery (both administrative and clinical), policy development, program implementation and project management. Prior to commencing with the department, she was the Executive Director for Project 2800 in the Queensland Public Service Commission.

Matthew Skoien, General Manager, Corporate Services

*Bachelor of Arts (Hons), Graduate Certificate (Capital Project Management)
(Member)*

Matthew Skoien has held a range of policy, program and corporate positions in the Queensland and Australian public sectors for the last 20 years. From 1992 to 2000 he worked in the Australian Department of Defence in policy development, program review and intelligence, and spent three years on exchange with the US Department of Defence.

Since 2000, he has worked for the Queensland Government in the Department of the Premier and Cabinet, Department of Communities and the Department of Environment and Resource Management, in senior policy, disaster management and corporate roles.

Bradley Saunders, Regional Director, South West

(Member)

Bradley has worked in Aboriginal affairs for more than 20 years with experience ranging from cultural advisor with the Australian Chamber of Commerce and Industry to project coordination with the Queensland Government across the portfolios of training, education and child safety. He has been in his current position as Regional Director, South West Queensland region for the past seven years. Prior to working in Aboriginal affairs, Bradley served for more than 10 years in the Australian Army.

Bradley is also a member of the Gunggari Native Title claimant group that was awarded Native Title by the Federal Court in June 2012.

Greg Anderson, Regional Director, North Queensland

*Diploma of Business
(Member)*

Greg Anderson has held senior positions in the Queensland Public Service for the past 15 years, in the Department of the Premier and Cabinet and the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs and its predecessor agencies.

He has been in his current position as Regional Director, North Queensland region for the past eight years. Prior to joining the public sector Greg spent 15 years in the banking and finance industry.

GOVERNANCE AND DECISION-MAKING BODIES

Our department adheres to high standards of transparency and accountability. Since the establishment of our department in April 2012, an interim corporate governance committee framework has been put in place to support the senior executive to manage and govern the department.

The interim corporate governance framework is based on the principles of:

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

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) is led by the Director-General, who reports to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs and Minister Assisting the Premier.

DATSIMA Board

The department is managed by the DATSIMA Board. The board is responsible for the overall strategic direction of the department, the strategic management of the department's performance and overseeing the department's portfolio of programs and projects.

As at 30 June 2012, the DATSIMA Board consisted of nine members representing the department's branches and regions. The DATSIMA Board is chaired by the Director-General.

Executive Leadership Team

The Executive Leadership Team is a management team comprising central office senior executives and a senior regional representative. This team meets weekly to discuss key issues, share information from other meetings and provide updates on major projects.

Audit and Risk Committee

The primary role of the Audit and Risk Committee is to provide advice to the Director-General and DATSIMA Board on audit related matters and strategic risks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the *Financial Accountability Act 2009*, *Financial Accountability Regulation 2009* and the *Financial and Performance Management Standard 2009*.

Budget Review Committee

The Budget Review Committee provides an opportunity for the department's senior executives to monitor, and where necessary adjust, the departmental budget. The committee also:

- collaborates on the department's information and communications technology (ICT) and capital property, to support the department's service delivery functions

- recommends issues to be raised at the Portfolio Budget Review Committee, which has been established for the Minister to consider matters such as resourcing, financial or budgetary implications across the Portfolio on a regular basis.

Health, Safety and Wellbeing Sub-Committee

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

DATSIMA Staff Engagement Network

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

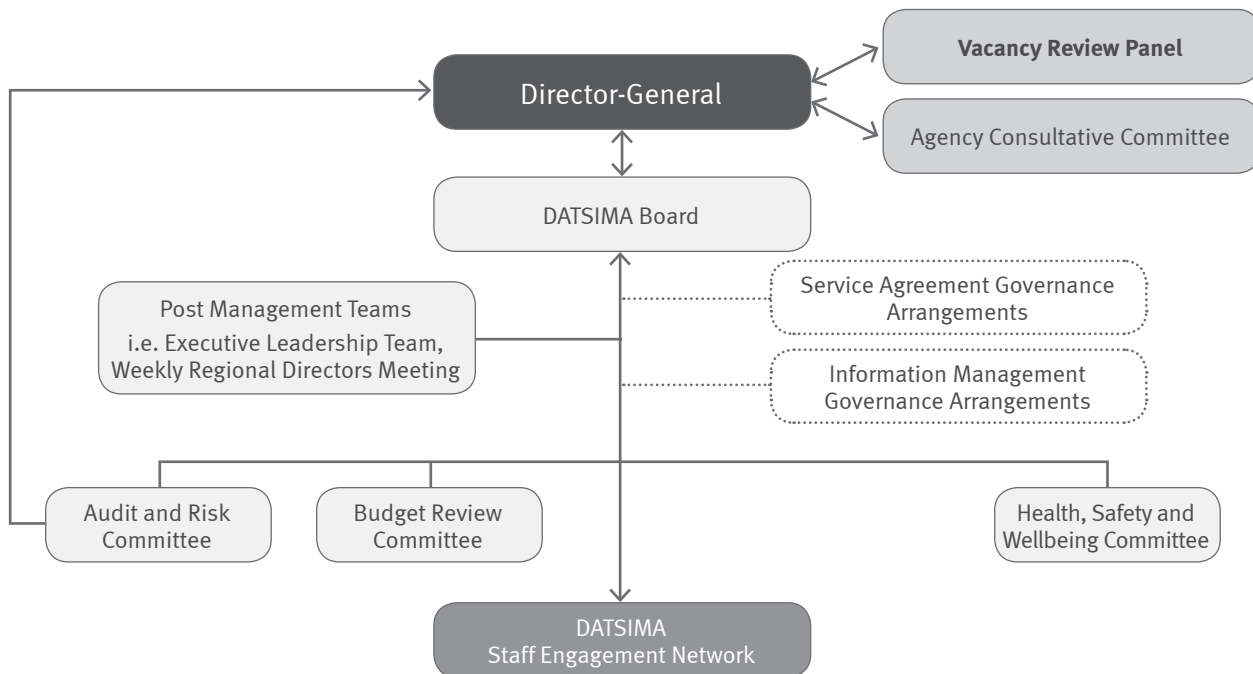
The network, which is chaired by a senior officer, comprises staff from a diverse range of classification levels from across the department who have been invited to nominate for membership on the network. From time to time, the membership of the network changes to reflect the technical expertise and other requirements needed for each initiative.

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

Figure 2

Corporate governance committees

as at 30 June 2012



Statutory authorities

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

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

Further information on these statutory authorities is provided at Appendix 2.

Government boards and committees

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

- Australian South Sea Islander Board of Advice
- Cape York Welfare Reform Board
- Family Responsibilities Board

- Queensland Aboriginal and Torres Strait Islander Advisory Council (QATSIAC)
- Queensland Aboriginal and Torres Strait Islander Justice Taskforce.

Further details regarding the membership of the DATSIMA Board and other departmental committees can be found at Appendix 4.



FUTURE DIRECTIONS

Finalise the development of the department's corporate governance committee framework.

OUR FINANCIAL PERFORMANCE

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Our financial performance

CHIEF FINANCE OFFICER'S MESSAGE

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs was established following machinery-of-government changes in April 2012.

In accordance with the *Financial Accountability Act 2009*, the transfer of the assets, liabilities, revenue and expenses associated with the functions transferred to the department occurred on 1 May 2012.

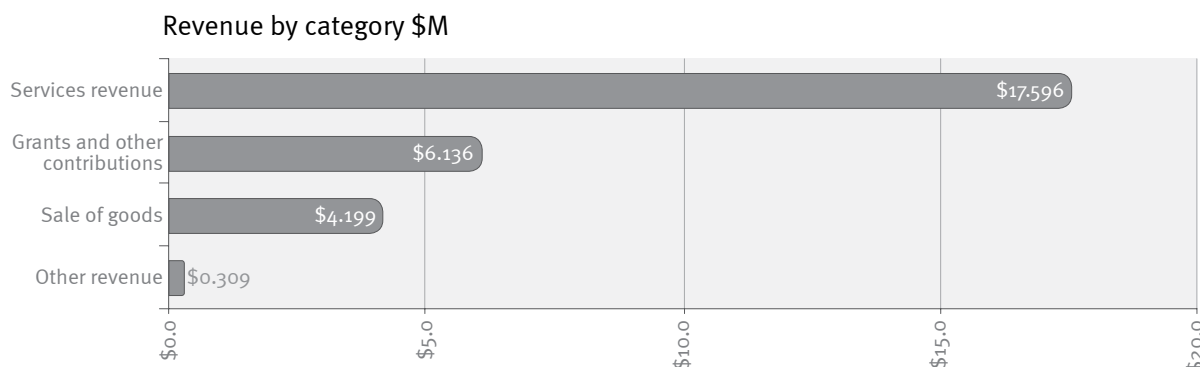
The financial statements presented in this annual report reflect the activities of the department for the two months to 30 June 2012. No comparative data for the 2010–11 year has been included as the department was not in existence at that time.

In accordance with my responsibilities under the *Financial Accountability Act 2009* and the Financial and Performance Management Standard 2009, I have provided a statement to the Acting Director-General advising that, in my opinion, the financial records of the department have been properly maintained for the period of this report in compliance with prescribed requirements. The risk management and internal compliance and control systems for the department relating to financial management have been operating efficiently, effectively and economically in accordance with Section 57 of the Financial and Performance Management Standard 2009. Since 30 June 2012, there have been no changes that may have had a material effect on the operation of the risk management and internal compliance and control systems of the department, and that external service providers have given assurance about their controls.

The department provides services, programs and grants to improve outcomes for Aboriginal people, Torres Strait Islander people and people from diverse cultural backgrounds in Queensland. The department also operates Retail Stores in six remote communities.

The department made an operating surplus in the two months to 30 June 2012 of \$0.336 million. This was generated by the Retail Stores' operations, and will be re-invested to maintain and improve the plant and equipment utilised in the provision of high quality fresh food in remote communities.

Graph 1
REVENUE BY TYPE



Income

The department receives its income from three main sources—the Queensland Government, the Australian Government and from the sale of goods in the Retail Stores.

Total income for the two months was \$28.2 million. As shown in Graph 1, this included \$17.6 million from the Queensland Government, \$6.1 million from the Australian Government, paid through the Queensland Department of Housing and Public Works, and \$4.2 million earned by the Retail Stores.

The funding of \$17.6 million from the Queensland Government includes \$12.7 million of Commonwealth revenue incorrectly appropriated to the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs during the machinery-of-government adjustments. This item is matched by an expense recognising the return of this appropriation to Consolidated Fund. Income from the Queensland Government excluding this item was \$4.9 million, and total income was \$15.5 million.

Funding from the Australian Government is received for National Partnership Agreements for remote Indigenous land, infrastructure planning and development, and other Indigenous programs.

Expenditure

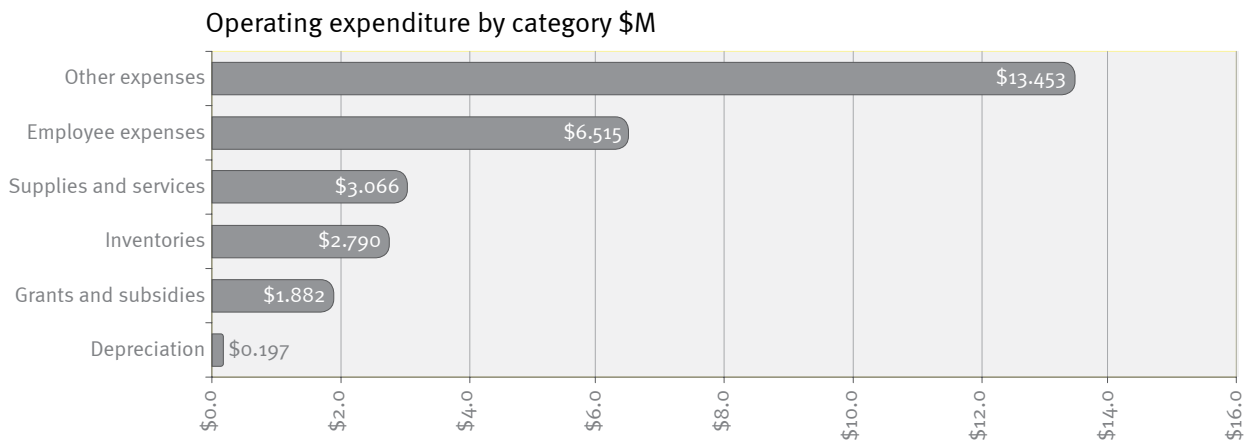
Total expenses for the two months were \$27.9 million. As shown in Graph 2 on page 16, this included \$6.5 million in employee costs, \$3.1 million in supplies and services, \$1.9 million in grants expenditure, \$2.8 million for the purchase of inventory for resale by the Retail Stores, and other expenses of \$13.2 million. Other expenses included \$12.7 million payable to the Consolidated Fund for revenue incorrectly received during the machinery-of-government changes. Total expenditure for the department excluding this item was \$15.2 million.

Major programs currently delivered by the department include the Cape York Welfare Reform Trial, the Remote Indigenous Land and Infrastructure Program, Indigenous employment and local partnerships and multicultural initiatives. These programs incur a combination of:

- employee costs
- grant expenditure to local governments, non-government organisations and community groups
- supplies and services costs, such as the engagement of skilled contractors to provide technical land survey and road infrastructure planning skills in the development of land in readiness for the provision of housing in remote communities.

Graph 2

OPERATING EXPENDITURE BY TYPE



Financial position

The department was in a positive financial position at the end of the year. Total equity was \$34.2 million, representing the net of asset and liabilities transferred with the machinery-of-government changes.

Assets

Total assets held by the department at 30 June 2012 were \$51.3 million. The main assets held by the department were cash of \$13 million, receivables of \$9.6 million, inventory of \$2.9 million and property, plant and equipment of \$25.5 million.

The cash balance includes funds of \$12.7 million to be returned to the Consolidated Fund. Receivables include grant revenue due from the Department of Housing and Public Works for the Remote Indigenous Land and Infrastructure Program Office. Property, plant and equipment comprised of land and buildings located across Queensland including in the remote areas of Far North Queensland, Cape York and Torres Strait. This includes the Retail Stores, employee houses and improved and vacant land.

Liabilities

At 30 June 2012, the department had liabilities of \$15.4 million. This included \$12.7 million payable to the Consolidated Fund. Other liabilities included \$1.7 million in accrued employee benefits.

Administered items

The department administered the payment of \$0.903 million to the Family Responsibilities Commission in support of its activities in the Cape York Welfare Reform Trial in the two month period to 30 June 2012.

More information on our financial performance is available in the financial statements provided from page 50.

OUR PERFORMANCE

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Our performance

OUR PERFORMANCE OVERVIEW

During 2011–12, we continued to deliver Aboriginal and Torres Strait Islander and Multicultural Affairs services to achieve our vision of fair, cohesive and vibrant Queensland communities. These services contributed to the following four government community objectives:

Grow a four pillar economy by:

- promoting, brokering and advocating to improve the economic opportunities for Aboriginal people and Torres Strait Islander people.

Deliver better infrastructure and better planning by:

- promoting improved access to appropriate and responsive frontline service such as supporting the Cape York land tenure resolution process and improving access to social housing infrastructure
- promoting, monitoring and advocating for the recognition and protection of Queensland's cultural heritage.

Revitalise frontline services for families by:

- promoting and advocating for improved access to education, employment, health and housing services and improved safety and security of Queenslanders.
- funding and supporting organisations to promote the benefits of cultural diversity.
- delivering quality essential retailing services and community and personal history services.

Restore accountability in government by:

- building a capable, innovative and responsive organisation within a tight fiscal environment.

A snapshot of our performance

against the former Department of Communities 2011–15 Strategic Plan is provided below:

Strategic objective: *More inclusive, active and safe communities*

WHAT WE PLANNED

WHAT WE ACHIEVED IN 2011–12

OUR FUTURE PRIORITIES

Aboriginal and Torres Strait Islander Services

Coordinated whole-of-government efforts to reduce the gap in health, education, prosperity and quality of life outcomes for Aboriginal and Torres Strait Islander Queenslanders

- Released and commenced implementation of the Learning Earning Active Places (LEAP) strategy to improve access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people in urban and regional areas.
- Created job opportunities for Aboriginal and Torres Strait Islander Queenslanders in discrete Indigenous communities as a result of the roll-out of social housing, maintenance, upgrading and associated infrastructure projects.
- Protected and managed Queensland's rich Aboriginal and Torres Strait Islander cultural heritage by conducting 15,937 cultural heritage search requests under the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.
- Published the second Annual Highlights Report for Queensland's Discrete Indigenous Communities July 2010–June 2011.
- Continued to implement the Cape York Welfare Reform Trial with initiatives focusing on strengthening parental and social responsibility, and improving educational outcomes and job opportunities in Hope Vale, Aurukun, Mossman Gorge and Coen.
- Upgraded point-of-sale systems in all six department-owned and operated Retail Stores in remote Indigenous communities.
- Promoted local employment, training and skills development with employees achieving 73 National Retail Institute qualifications.
- Continued to facilitate social housing, home ownership and economic development through land administration and infrastructure reforms in discrete Indigenous communities.
- Developed and maintained community specific protocols for public servants and others when visiting or working in an Aboriginal or Torres Strait Islander community.

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Promoted local employment, training and skills development with employees achieving 73 National Retail Institute qualifications.

Continued to facilitate social housing, home ownership and economic development through land administration and infrastructure reforms in discrete Indigenous communities.

Developed and maintained community specific protocols for public servants and others when visiting or working in an Aboriginal or Torres Strait Islander community.

Greater efforts to advance reconciliation

- Continued to lead the whole-of-government reconciliation agenda through the Queensland Government Reconciliation Action Plan. During 2011–12 we:
 - created more job opportunities for Aboriginal people and Torres Strait Islander people by working closely with other agencies to establish pilot arrangements for the Indigenous Employment Procurement Pilot Projects
 - enabled Queensland public servants to engage meaningfully and appropriately with Aboriginal people and Torres Strait Islander people by supporting the development of reconciliation action plans
 - provided support to the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF) to enable a higher proportion of Aboriginal students and Torres Strait Islander students to achieve their Queensland Certificate of Education (Year 12 qualification). The first round of QATSIF scholarship recipients completed Year 12 in 2011.

Improved safety and a reduction in violence, offending and alcohol related harm

- Coordinated the whole-of-government Alcohol Management Reform Program
- Developed, in partnership with other agencies, the whole-of-government Queensland Aboriginal and Torres Strait Islander justice strategy – Just Futures 2012–2015 Strategy.

Continued progress in addressing legacy issues

- Completed responses to a total of 655 community and personal history requests.

- Work with communities and service providers to review Alcohol Management Plans in the 19 Indigenous communities where they are in place.
- Develop and implement the whole-of-government Aboriginal and Torres Strait Islander Economic Participation Framework for Action.
- Develop an Aboriginal and Torres Strait Islander cultural capability framework that builds a responsive public sector workforce, promotes recruitment and retention of a highly skilled and professional Aboriginal and Torres Strait Islander workforce, and enables reconciliation.
- Support the Department of Housing and Public Works and Department of Natural Resources and Mines in working with Aboriginal and Torres Strait Islander communities to remove barriers to home ownership.
- Address land tenure and infrastructure planning issues in priority communities, and ensure councils can issue long-term leases.
- Contribute to the development and implementation of the Bioregion Management Plan for Cape York.
- Continue to implement the Learning Earning Active Places (LEAP) strategy to improve access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people living in urban and regional areas.
- Continue to implement the Cape York Peninsula Tenure Resolution Program, which involves working with Traditional Owners and other stakeholders to identify and transfer land for economic opportunities and nature conservation.

Strategic objective: More inclusive, active and safe communities

WHAT WE PLANNED

WHAT WE ACHIEVED IN 2011-12

OUR FUTURE PRIORITIES

Multicultural Affairs

Queenslanders value cultural diversity and community harmony

- Provided funding and support to community projects and multicultural events throughout Queensland to foster harmonious community relations and participation, and build community capacity.
- Hosted events celebrating and promoting cultural diversity and the achievements of culturally and linguistically diverse Queenslanders.

People from culturally and linguistically diverse backgrounds have equitable access to government provided and funded services

- Launched the Queensland Multicultural Policy: A Multicultural Future for All of Us and the Queensland Government Language Services Policy.

Effective management of our key business processes and human and financial resources

- For further information, refer to the 2011-12 annual reports for the following departments from which various functions were transferred to the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs:
- Department of Communities, Child Safety and Disability Services
www.communities.qld.gov.au/gateway
 - Department of Education, Training and Employment
www.deedi.qld.gov.au
 - Department of Environment and Heritage Protection
www.ehp.qld.gov.au
 - Department of the Premier and Cabinet
www.premiers.qld.gov.au

- Lead the implementation of the Queensland Multicultural Policy and Queensland Multicultural Action Plan to improve access to services.
- Deliver programs that promote harmony and positive community relations.
- Fund the Local Area Multicultural Partnerships (LAMP) and Community Action for a Multicultural Society (CAMS) programs.

- Implement the department's corporate governance committee framework.
- Develop and implement workforce policies to attract, recruit and retain highly skilled and professional staff.
- Strengthen governance and accountability through robust planning, risk and performance management policies and practices.
- Develop and implement an effective financial management framework.

Appendix 5 outlines our progress in delivering on our commitments as detailed in our Service Delivery Statements in the 2011-12 State Budget.

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HIGHLIGHTS IN 2011–12

- Released the Learning Earning Active Places (LEAP) strategy to improve access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people in urban and regional areas.
- Supported improvements in housing outcomes and development opportunities for 16 discrete remote Indigenous communities.
- Launched the Just Futures 2012–2015 Strategy.

Aboriginal and Torres Strait Islander Affairs

STRATEGIC OBJECTIVE - MORE INCLUSIVE, ACTIVE AND SAFE COMMUNITIES

CLOSING THE GAP

We are working to ensure Aboriginal and Torres Strait Islander Queenslanders have the same opportunities and life outcomes as non-Indigenous Queenslanders.

To help meet Closing the Gap targets, Queensland is a signatory to a range of Indigenous-specific and mainstream National Partnership Agreements in areas such as early childhood, remote service delivery, economic participation, remote Indigenous housing, health and schooling. Implementation is well underway in all seven Indigenous-specific National Partnership Agreements.

The six Closing the Gap targets:

- close the gap in life expectancy within a generation
- halve the gap in mortality rates for Aboriginal and Torres Strait Islander children under five within a decade
- ensure all Aboriginal and Torres Strait Islander four-year olds in remote communities have access to early childhood education within five years
- halve the gap in reading, writing and numeracy achievements for Aboriginal and Torres Strait Islander children within a decade
- halve the gap for Aboriginal and Torres Strait Islander students in Year 12 equivalent attainment by 2020
- halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.

Queensland monitors and reports on its Closing the Gap progress and achievements against the targets through the joint Australian and Queensland Government Overarching Bilateral Indigenous Plan and by providing status reports on the achievement of Closing the Gap indicators under the National Indigenous Reform Agreement.

Further information regarding the National Partnership Agreements, for which our department has lead responsibility, is provided at Appendix 6.

The following programs and services aim to close the gap.

Learning Earning Active Places

The Learning Earning Active Places (LEAP) strategy is one of the Queensland Government's policy responses to the Council of Australian Government's (COAG) commitment to Closing the Gap in urban and regional areas.

The LEAP strategy aims to improve access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people living in urban and regional areas. It has three components:

- 20 cross-government actions to improve the delivery of education, health, employment, and housing programs and services
- the delivery of place-based projects to respond to community identified needs and government priorities
- a social media campaign (*deadly stories*) to promote the achievements and successes of Aboriginal and Torres Strait Islander Queenslanders.

During 2011–12, key improvements in the delivery of Queensland Government programs and services to be more effective, responsive and targeted to Aboriginal people and Torres Strait Islander people living in urban and regional areas, included:

- six children and family centres were established in Cairns, Ipswich, Logan, Mareeba, Mount Isa and Townsville to deliver integrated early childhood education, parenting support and maternal health to children aged 0–8 years
- 4.7 per cent increase in the number of frail aged Aboriginal people and Torres Strait Islander people with a disability accessing Home and Community Care (HACC) services
- all secondary state schools implementing a range of initiatives to support Year 12 students to successfully get a job after finishing Year 12 or undertake further study
- 2.24 per cent (5444) of the Queensland public sector workforce was comprised of Aboriginal people and Torres Strait Islander people as at 30 June 2012
- 3345 Aboriginal people and Torres Strait Islander people attained a Certificate III or higher—an increase of 21 per cent from 2010–11
- the roll-out of Homelessness Community Action Plans commenced in Brisbane, Hervey Bay, Cairns, Caboolture, Mount Isa, Toowoomba and the Gold Coast to provide practical assistance and permanent accommodation to people experiencing homelessness.

More than 160 place-based community projects were delivered across the state through our regional offices since the strategy was launched in July 2011. These projects were developed in partnership with Aboriginal and Torres Strait Islander community members and included:

- 51 sport and recreation projects to increase participation and improve the health and wellbeing of Aboriginal people and Torres Strait Islander people
- 113 small-scale projects to improve education and employment, health and housing outcomes, and support cultural development.

The Vincent State School Community Health Project is an example of one of the place-based community projects delivered as part of the strategy in North Queensland. The project involved operating a community health clinic at a local state school in Townsville staffed by medical students from James Cook University. The clinic opened twice a week after school hours (from 2.30pm to 4.30pm) and allowed family members to receive health checks when they collected their children from school. Approximately 200 people have attended the clinic since it opened in February 2012.

CASE STUDY 1:

Learning leads to earning for Inala's youth

Six Aboriginal and Torres Strait Islander young people from Inala participated in an Indigenous Food Services Training Program in March 2012 to build their skills and ultimately gain employment.

This program was delivered as part of the Learning Earning Active Places (LEAP) strategy.

The program was hosted by the employment service organisation, Campbell Page and Compass Group Australia, a leading provider of national catering and support services and current caterer for Qantas Club.

Participants spend six weeks undertaking paid training to perform a variety of roles in the food services industry, including food preparation, serving and learning the ropes to becoming a kitchen hand.

Upon completion, all six participants from the March 2012 program gained full-time employment with Compass Group Australia and are now working at the Qantas Club, Brisbane Domestic Airport.

This is another great example of how the LEAP strategy is delivering on the Queensland Government's commitment to Closing the Gap for Aboriginal and Torres Strait Islander Queenslanders in urban and regional areas.

deadly stories

In 2011–12, the LEAP strategy included the launch and implementation of *deadly stories*, a three-year social marketing campaign to promote the achievements of Aboriginal and Torres Strait Islander Queenslanders, share their challenges and triumphs, and acknowledge the ongoing commitment of local leaders and community members in supporting their communities.

Key elements of the campaign included:

- a dedicated campaign website and gallery of stories
- a *deadly stories* Facebook page
- *deadly stories* promotional material for use at community events
- dedicated regional communication through the involvement of local community members to promote the campaign.

The first stage of the campaign featured the stories of six inspirational Aboriginal and Torres Strait Islander Queenslanders. These six men and women have made their mark in fields from sport to fashion, and their faces and stories were used to promote their achievements via 13 billboards, newspaper advertisements and online.

The stories of approximately 100 Indigenous Queenslanders are featured on the *deadly stories* gallery at www.deadlystories.qld.gov.au.

Project 2800

Project 2800 is a Queensland Government initiative committed to providing 2800 new employment opportunities for Aboriginal people and Torres Strait Islander people in the public sector by mid-2013. It also contributes to Queensland's commitment under the National Partnership Agreement on Indigenous Economic Participation to increase Aboriginal and Torres Strait Islander employment in the public sector to 2.6 per cent by 2015.

In 2011–12:

- we oversaw the implementation of Project 2800 across the Queensland public sector by assisting Queensland Government agencies in their endeavours to provide new employment opportunities for Aboriginal people and Torres Strait Islander people
- individually agreed, agency-specific Aboriginal and Torres Strait Islander employment targets were established in Directors-General performance agreements across government—with quarterly monitoring and reporting
- a candidate database to link Aboriginal and Torres Strait Islander jobseekers and employers was established. This database enables candidates to upload information such as resumes, certificates, licences, skills and work experience to create personalised profiles to assist agencies searching for potential candidates based on specific skills
- as part of the 2012 Indigenous Youth Leadership Program held in Brisbane (organised by the Department of Communities, Child Safety and Disability Services), we held a career development day linking young Indigenous leaders of the future to employment opportunities through the Australian Employment Covenant and Project 2800.

REMOTE LAND AND INFRASTRUCTURE

During 2011–12, the Remote Indigenous Land and Infrastructure Program Office (Program Office) continued to work across government and with communities to resolve land and infrastructure issues in Queensland's remote, discrete Indigenous communities. This included ensuring enough serviced lots were available for the state to meet its social housing targets in terms of new house construction.

The Program Office facilitated reform in terms of effective land administration to drive improvements in housing and economic development for discrete Indigenous communities. To achieve this, it undertook the following programs:

Whole-of-government programming

The Program Office continued to maintain the whole-of-government Works Program which effectively collates all information related to land availability, progress and plans for cross-agency capital works in each of the communities. In addition, this program is used to forward plan all capital works projects including workforce development at the local level which supports sustainable employment outcomes.

40-year minimum social housing leases

The 10-year National Partnership Agreement on Remote Indigenous Housing aims to address overcrowding, homelessness, poor housing conditions and severe housing shortages in remote Indigenous communities.

The Queensland Government's capital works program under this National Partnership Agreement includes building 1141 new houses, refurbishing 1216 existing houses, providing repairs and maintenance, and implementing new tenancy management arrangements.

Under the National Partnership Agreement, security of tenure is required for new house construction and upgrades. To achieve this, the Program Office negotiates leases for a minimum

period between the State and Aboriginal and Torres Strait Island Councils. These are known as 40-year social housing leases.

As at 30 June 2012:

- 12 of the 14 councils under the National Partnership Agreement had signed Deeds of Agreement to Lease and/or Deeds of Agreement to Construct
- participating councils had executed 382 40-year social housing leases and 478 Deeds of Agreement to Lease, bringing the totals to 747 and 1523 respectively
- lease survey work for a further 877 lots was undertaken across 15 council areas in preparation for the construction of new social housing, bringing the total number of lease surveys completed to 1465.

Network survey and land use planning

The Program Office has resolved a number of land tenure issues in remote Indigenous communities which has increased certainty around the administration of land. For example, completing accurate surveys of property and road boundaries has allowed us to identify and address any encroachment issues, to enable improved land management practices.

In 2011–12:

- road network surveys were progressed for all Aboriginal council areas to accurately identify the location of road networks and major infrastructure, with five plans registered, three plans awaiting Governor in Council approval, and the remaining plans on schedule to meet target completion dates
- community consultations with the Torres Strait Island region were completed to enable the commencement of road network surveys across the 15 island communities, with five of these being well underway.

We are currently working to ensure that Land Use Planning Schemes are in place for 16 Aboriginal council areas. These schemes provide Aboriginal

and Torres Strait Island Councils with an effective town planning strategy to underpin decisions about the sustainable use of the community's land now and in the future.

As at 30 June 2012, Land Use Planning Schemes were progressed in all 16 Aboriginal council areas and 12 of these plans reached the State Interest Review stage.

Subdivision development

Continued development of subdivisions in 14 communities will result in 384 fully serviced lots, ensuring land needed to meet new housing construction targets is available.

As at 30 June 2012, subdivision construction was underway in the following communities:

- Aurukun
- Kowanyama
- Napranum
- Northern Peninsula Area
- Palm Island
- Pormpuraaw
- Woorabinda
- Wujal Wujal.

Aboriginal and Torres Strait Islander employment and training

During 2011–12 the Program Office developed and implemented the Indigenous Employment, Training and Business Development Strategy. It established the Indigenous Employment and Training Team to maximise opportunities arising from capital expenditure in remote communities.

As at 30 June 2012, local working groups had been set up in the majority of communities. The Program Office worked with stakeholders to develop a comprehensive skills and labour profile for each community to inform strategic workforce planning.

Home ownership

The Program Office's Home Ownership Team works with Commonwealth and State Government agencies, as well as councils, Trustees and individual applicants to ensure processes support applicants who wish to own their own home in remote Indigenous communities.

As at 30 June 2012, 139 home ownership applications and enquiries, received from 11 communities, had been progressed.

The team also worked in collaboration with relevant federal and state departments to develop an effective and comprehensive community engagement plan. It also delivered communication materials including fact sheets for applicants, councils and Trustees.

Native Title compliance

The Program Office facilitates and drives the negotiation of Indigenous Land Use Agreements (ILUA) where required, to meet Native Title compliance in terms of the roll-out of social housing and related infrastructure. Negotiations are underway on various types of agreements including Social Housing, Home Ownership and Regional ILUA.

In 2011–12, achievements included:

- the successful negotiation of the Area Indigenous Land Use Agreement for Woorabinda
- agreement in the Torres Strait to the Social Housing Indigenous Land Use Agreement that enabled work to progress in five of the 15 island communities
- forward movement on negotiations for the Torres Strait Islands Regional Indigenous Land Use Agreements
- continued discussions in the other communities.

CASE STUDY 2:**Moa Island Social Housing Indigenous Land Use Agreement (ILUA)**

The Moa Island Social Housing Indigenous Land Use Agreement (ILUA) provides for new social housing in the village of Kubin (population 325) and upgrades to existing houses. The ILUA also provides for a 40-year lease of all social housing. The five new houses to be delivered in 2012 to 2013 will provide much-needed new housing whilst the upgrade of existing homes will greatly improve housing amenity.

Moa Island is remotely situated approximately 40 kilometres from Thursday Island in the Torres Strait. The Remote Indigenous Land and Infrastructure Program Office has been working closely with the Mualgal people—the Native Title holders for the Kubin area—over the 2011–12 period to develop the Social Housing ILUA. Consultations over that time were comprehensive and productive, and led to the ILUA being agreed on 13 July 2012 with the State of Queensland and the Torres Strait Islands Regional Council. The Native Title Office of the Torres Strait Regional Authority also assisted with the development of this ILUA.

The ILUA acknowledges the Mualgal Torres Strait Islanders Corporation's primary role to manage its Native Title in accordance with its traditional laws and customs and to protect its cultural heritage. The Queensland Government is pleased to be working in partnership with the Mualgal people.

Mona Mona

As Trustee of the Mona Mona Reserve, the department has entered into a 30-year lease over the site with the Mona Mona Bulmba Aboriginal Corporation which represents people with traditional or historical association with Mona Mona.

In 2011–12, the department progressed Trustee responsibilities under the terms of the lease, including the upgrade and maintenance of Trustee assets, preparation of a Trust Land Management Plan, acquisition of social housing off the reserve for Mona Mona residents and carrying out of joint responsibilities with the Trustee Lessee.

We engaged in discussions with the Department of Natural Resources and Mines to identify the appropriate mechanism for transferring Mona Mona under the *Aboriginal Land Act 1991* in accordance with a request by Mona Mona Bulmba Aboriginal Corporation.

Retail Stores

We operate six Retail Stores in remote Indigenous communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda, five of these are owned by the government.

The objectives of the Retail Stores are to:

- provide a quality range of food, drinks and variety products at a fair price
- provide industry standard retailing facilities which maximise use of technology
- ensure store layout and ranging is conducive to choosing foods and drinks needed for a healthy lifestyle
- promote local employment, training and skills development.

Retail Stores partnered with Queensland Health on public health strategies targeting closing the health gap through improved access to quality fruit and vegetables, and consumer education campaigns and promotions.

Retail Stores also employ an in-house nutritionist to guide its promotion of healthy food choices and exercise in the communities and partners with suppliers to promote water and non-sugared drinks as the refreshment of choice.

In 2011–12, Retail Stores had a turnover in excess of \$25.98 million. The Retail Stores operating surpluses are reinvested in its capital works programs.

As at 30 June 2012, the Retail Stores employed 59.5 full-time (FTE) persons in a range of roles, with 80 per cent of store employees identifying as Indigenous.

In 2011–12, we continued work towards resolving the future viability of the stores which face issues such as increasing costs and land tenure uncertainties.

Many staff across all six stores and central office received formal training and qualifications including: formal Certificate II, Certificate III, Certificate IV, Diploma in Retail Management and Food Safety Supervisor.

CASE STUDY 3: Retail Stores' healthy tucker program gets the *Thumbs Up!*

Positive attitudes and approaches to better nutrition are being encouraged and promoted in the six remote Indigenous communities serviced by the department's Retail Stores through the *Thumbs Up! to healthy tucker* program.

A collaborative partnership between the department and the Jimmy Little Foundation, the program educates and encourages Indigenous children and adults to make healthier food and drink choices.

The *Thumbs Up! to healthy tucker* program is an integrated, community-focused approach to better nutrition. It consists of strong messaging inside the Retail Stores as well as music and multi-media school workshops, and community concerts to spread the positive *Thumbs Up!* messages throughout the communities of Doomadgee, Kowanyama, Pormpuraaw, Lockhart River, Palm Island and Woorabinda.

A strong shelf label system inside the Retail Stores—with clear signage and the *Thumbs Up!* logo in prominent positions—is making it easier for shoppers to identify healthier items and to make better, more nutritional choices. Value-adding activities, like the *Thumbs Up!* recipe of the month and in-store demonstrations, are also providing great ideas on food preparation while promoting more nutritional food and drink options.

Promotional DVDs and multimedia have also been used to get the *Thumbs Up!* message out and about. These have not only provided relevant tools to drive community engagement, but have been a source of local pride.

Islanders Board of Industry and Service

The Islanders Board of Industry and Service (IBIS) is a statutory board established to deliver goods and services, including healthy food at the lowest possible prices, to the communities of the Torres Strait and the Northern Peninsula Area.

The board partners with Queensland Health on public health strategies targeting closing the health gap through improved access to quality fruit and vegetables, and consumer education campaigns and promotions.

In 2011–12, the IBIS had a turnover in excess of \$35 million. As a not for profit organisation, the IBIS's operating surpluses are reinvested in its capital works program for the benefit of Torres Strait residents.

By 30 June 2012, the IBIS had completed the construction of new stores at Bamaga and Duaun Island, and commenced work on a new store at Saibai Island.

The new Saibai store is being funded by a capital grant of \$1.8 million approved in 2011–12. This grant complements the IBIS's self-funded capital works program.

At the 2012 Premiers Reconciliation Awards, the IBIS was acknowledged for its success and took home the Winner of Business Award. The IBIS's Social Responsibility project incorporates partnerships with organisations and community groups to improve standards and opportunities throughout the Torres Strait and Northern Peninsula Area. The project has improved the quality of life for people living in these communities through training and employment, healthier food supply options and the provision of a 'cleaner and greener' community environment.

Palm Island Community Company

The Palm Island Community Company Limited (PICC) was incorporated under the *Corporations Act 2001* in 2007 to deliver human services to the Palm Island community.

PICC delivers a number of programs including a family support hub, safe haven services, disability respite and lifelong planning services, a diversionary centre, alcohol demand reduction strategies, a women's shelter and a children's safe house.

PICC also auspices the Palm Island Community Justice Group, and in December 2011 was selected by the former Department of Education, Training and the Arts to manage a Children and Family Centre to be established in 2012.

The PICC Shareholders' Agreement provides for two kinds of shareholdings: ordinary and community shares. The ordinary shareholders are the Queensland Government and the Palm Island Aboriginal Shire Council. The Queensland Government share is held in the name of the 'Minister for Communities'.

Under previous arrangements, the former Department of Communities provided information, advice and support to the Minister regarding ordinary shareholding obligations including Annual General Meetings and State approvals required under the Shareholders Agreement.

The former Department of Communities ensured it met its obligations under Queensland Treasury's Guidelines for the Formation, Acquisition and Post Approval Monitoring of Companies. This included monitoring the financial viability of the company.

Queensland Aboriginal and Torres Strait Islander Foundation

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

Under the Trust Deed, the Minister recommends appointments for the QATSIF's Board of Advice to the Public Trustee. We also provide support to QATSIF's secretariat, when requested, such as helping to arrange the official launch of the 2012 scholarships at Queensland Parliament House. As a charitable trust, QATSIF reports separately on the achievement of its objectives.

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

Successful schools received scholarship support for two years to enable selected students starting Year 11 to complete their secondary education. To date, 88 Queensland schools participated in the program, with a total of 848 approved scholarship recipients.

ADVANCE RECONCILIATION

Reconciliation means recognising the achievements and uniqueness of our Aboriginal people and Torres Strait Islander people. It is about strengthening relationships, fostering respect and increasing opportunities.

The following initiatives advanced reconciliation across the state.

NAIDOC Week

NAIDOC Week was celebrated from 3–10 July 2011. This is an annual event celebrating Australia's rich, unique and vibrant Aboriginal and Torres Strait Islander cultures. In 2011, the national NAIDOC theme was "Change: the next step is ours."

We supported and participated in local NAIDOC events statewide, and were a major sponsor of the iconic Musgrave Park Family Fun Day, which had more than 16,000 people in attendance.

NAIDOC Week also saw the launch of *deadly stories*, a three-year social marketing campaign to raise awareness of Aboriginal and Torres Strait Islander achievements. *deadly stories* is discussed in more detail under the LEAP strategy on page 22.

Reconciliation Action Plan

The Queensland Government Reconciliation Action Plan 2009–2012 has been integral to advancing reconciliation throughout Queensland and supports the government's commitment to the Council of Australian Governments' Closing the Gap targets.

All Queensland Government agencies were required to incorporate relevant reconciliation actions in their annual business plans, and report on the progress of the implementation of the Reconciliation Action Plan as part of their annual reports.

In 2011–12, significant steps were made to further promote reconciliation throughout Queensland. Refer to Aboriginal and Torres Strait Islander matters (The Queensland Government Reconciliation Action Plan 2009–2012) at www.datsima.qld.gov.au.

Working with the private sector

Under the Reconciliation Action Plan, the Queensland Government proactively engages with private sector companies, and charitable and philanthropic organisations to broker employment and business opportunities with Aboriginal people and Torres Strait Islander people. We worked across government to increase Aboriginal and Torres Strait Islander economic participation in the resource sector.

The Queensland Government piloted procurement arrangements with successful tenderers for selected capital works and service delivery projects to include an Indigenous employment and training plan. The pilot projects are aimed at creating more job opportunities for Indigenous people, including Aboriginal and Torres Strait Islander owned and operated businesses.

Ministerial Indigenous Roundtables

Ministerial Indigenous Roundtables provide an engagement mechanism between relevant Queensland Government Ministers and Mayors of discrete Indigenous communities.

In 2011–12, one Ministerial Indigenous Roundtable was held in Wujal Wujal in November 2011. Key issues discussed were Aboriginal and Torres Strait Islander employment, disaster preparedness, mental health and Retail Stores.

A number of ministerial meetings were held with the mayors of the Aboriginal and Torres Strait Islander Councils to discuss issues impacting on their communities.

Queensland Aboriginal and Torres Strait Islander Advisory Council

The Queensland Aboriginal and Torres Strait Islander Advisory Council (QATSIAC) advised the Queensland Government on strategies and partnerships that contributed to meeting the Closing the Gap targets as well as other emerging issues for Aboriginal and Torres Strait Islander Queenslanders.

In 2011–12, the Advisory Council met three times and provided advice on a number of policy issues such as:

- ways to improve employment and economic development opportunities
- developing a submission about the need to provide Constitutional recognition of Indigenous Australians
- the establishment of the Queensland Mental Health Commission and the mental health needs of Aboriginal people and Torres Strait Islander people.

Negotiation Tables

Negotiation Tables are part of an ongoing process of community consultation and engagement involving Aboriginal and Torres Strait Islander community leaders, non-government organisations and representatives from local, state and Australian government agencies.

In 2011–12, 21 Negotiation Tables were held with outcomes being achieved such as:

- the Cunnamulla Negotiation Table developed an initiative to improve school attendance, including a local model to embed Indigenous perspectives in the school curriculum. School attendance steadily increased since the initiative was developed
- the Dirranbandi Negotiation Table secured \$80,000 to construct a skate park to provide alternative recreational opportunities for local young people in the community.

IMPROVING SAFETY IN URBAN, REGIONAL AND REMOTE COMMUNITIES

Improving safety in Aboriginal and Torres Strait Islander communities, and reducing the over-representation of Indigenous people in Queensland's criminal justice system is essential to progress reconciliation, and ensure equality between Indigenous and non-Indigenous Queenslanders. The following programs aim to improve safety in all communities.

Alcohol Reforms

We are leading the implementation of a whole-of-government alcohol management reform program, which aims to reduce the demand for alcohol, and reduce alcohol-related harm in discrete Indigenous communities, particularly by reducing family violence.

In 2012–13, the department will lead a government review of Alcohol Management Plans in 19 Indigenous communities across Queensland.

In 2011–12, the Queensland Government provided \$17.4 million for services delivered by other agencies, including acute alcohol treatment and rehabilitation services, diversionary services, canteen divestment revenue replacement program and Community Activity Programs through Education Services.

Agency funding and the Indigenous communities receiving the services in 2011–12 were:

- \$8.2 million for acute alcohol treatment and rehabilitation to be delivered by Queensland Health in Bamaga, Cherbourg, Cooktown, Doomadgee, Kowanyama, Lockhart River, Mapoon, Mornington Island, Mossman Gorge, Napranum, Normanton, Pormpuraaw, Townsville, Weipa, Woorabinda, Wujal Wujal and Yarrabah.
- \$3.8 million for diversionary services to divert people from alcohol and include men's and women's groups, community patrols and sobering-up support in Aurukun, Cherbourg, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area, Palm Island, Pormpuraaw, Woorabinda, Wujal Wujal and Yarrabah.
- \$3.5 million to support essential social and municipal services previously funded from canteen profits in Aurukun, Kowanyama, Lockhart River, Mornington Island, Northern Peninsula Area, Palm Island, Pormpuraaw, Torres Strait and Yarrabah.
- \$1.9 million to divert young people from harmful activities through the Community Activity Programs through education services in Aurukun, Kowanyama, Northern Peninsula Area and Woorabinda.

Family Responsibilities Commission

The Family Responsibilities Commission (FRC), established under the *Family Responsibilities Act 2008*, supports the establishment of local Indigenous authority and the restoration of social norms in the four Cape York Welfare Reform Trial communities.

The Act was to expire on 31 December 2011, but was extended by amending legislation in late 2011 for a further 12 months until 31 December 2012.

The FRC operates by holding conferences with people who live in the trial communities, who are the recipients of a welfare payment and who have come to the attention of the FRC through a notification from a government agency due to:

- failing to enrol or send children to school
- being convicted of an offence in the Magistrates Court
- breaching of a tenancy agreement or
- being the subject of a child safety report.

The FRC may then hold a conference with the notified person and encourage them to come to an agreement about an appropriate response to the matter that led to the notification.

In 2011–12, the FRC received a total of 4434 agency notices of which 3055 were in jurisdiction. These comprised 1086 Magistrates Court notices, 1776 School Attendance notices, 1161 Child Safety notices and 32 Housing Tenancy notices. A total of 1587 conferences were held in this period, a reduction from the 1745 held in the previous year.

In 2011–12, the FRC received Queensland Government funding of \$2.86 million. The FRC reports separately to Queensland Parliament on its expenditure and performance.

The department's role in relation to the FRC includes processing recommendations for the appointment of the Commissioner, the Deputy Commissioner and local commissioners. We also monitor the operations and performance of the FRC and consult on possible extensions to the operation of the FRC.

Cape York Welfare Reform Trial

The Cape York Welfare Reform Trial (2008–2012) is a partnership between the Queensland and Australian Governments, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.

The objective of the trial is to restore social norms and local authority, and change behaviours in response to chronic levels of welfare dependency, social dysfunction and economic exclusion.

We led the Queensland Government's participation in the trial. This includes overseeing the operations of the Family Responsibilities Commission which is a major part of the trial.

In addition to the Family Responsibilities Commission, the trial consists of a range of support services and education, economic development, employment and housing initiatives including:

- counselling and support services—including anti-violence, drug and alcohol services—were delivered through Wellbeing Centres to encourage personal responsibility and develop individual capacity
- financial income management services to assist with budgeting
- student education trusts to help families save for educational expenses
- enhanced parenting services for families in Aurukun, Coen, Hope Vale and Mossman Gorge.

In 2011–12, the Family Responsibilities Commission made 465 referrals to these community support services.

The trial is being independently evaluated. The first phase of the evaluation was a report published in 2010 on an implementation review of the Family Responsibilities Commission. A final report on the evaluation is expected by the end of 2012.

In mid-2011, and again in June 2012, we undertook consultation with key stakeholders involved in the trial to inform government on whether it should be extended for a further 12 months. The results of the consultation processes indicated apparent benefits of the trial including:

- positive effects on school attendance and the calmness of the communities
- positive community response to the case management/conferencing approach to assisting families adopted by the Family Responsibilities Commission
- positive community response to a number of programs funded by the state such as the Parenting Program, the Ending Family Violence Program and economic development programs.

Just Futures 2012–2015 Strategy

The Just Futures 2012–2015 Strategy began 1 January 2012. This whole-of-government strategy aims to improve safety in Queensland's Indigenous communities and reduce the over-representation of Aboriginal and Torres Strait Islander Queenslanders in the criminal justice system as offenders and victims; and in correctional centres and youth detention centres.

The strategy sets out 48 practical actions and improvements to current services, under four key areas. The actions seek to address the underlying causes of Indigenous over-representation, at every point, in and outside the criminal justice system. The four areas are:

1. Community—building stronger and more resilient communities.
2. Family—prevention and early intervention for children and young people.
3. Opportunity—improving education, training and employment.
4. Justice—ensuring culturally appropriate and responsive administration of justice for Aboriginal people and Torres Strait Islander people.

The strategy adopts a community-based approach to ensure solutions are targeted to the unique needs of individual Indigenous communities throughout Queensland.

Actions undertaken to date include reducing the remand levels of Aboriginal and Torres Strait Islander young people in youth detention; development of draft Community Safety Plans and initial community safety activities contained within these plans. In some communities this includes safety actions in local Closing the Gap action plans.

ADDRESSING LEGACY ISSUES

We assist Aboriginal people and Torres Strait Islander people to access government records relating to their family and community histories through the Community and Personal Histories Request process. The majority of this information is located in official government records, although the department also has access to a wide range of other resources.

Community and Personal Histories

As a result of government controls exercised over all aspects of the lives of Aboriginal people and Torres Strait Islander people from the late 19th century to the mid-20th century—referred to as the “protection era”—these records are often the only source of information on Aboriginal and Torres Strait Islander families during this period.

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

In 2011–12, 830 requests were received and 650 finalised. Of these 650 requests, 616 were completed within five months, exceeding the target average time period of six months for urgent requests.

Indigenous policy and performance

We undertake a key role in leading, coordinating and influencing policy and advice across government on proposals relating to Indigenous Queenslanders.

Indigenous Policy and Performance prepares and publishes data on progress against six key indicators in Queensland's discrete Indigenous communities, as well as the communities of Coen and Mossman Gorge. On 20 December 2011 the Annual Highlights Report for Queensland's Discrete Indigenous Communities July 2010–June 2011 was tabled in Queensland Parliament.

This report provides trend data against several key indicators to track the progress of the discrete communities over time.

Indigenous Policy and Performance led the development of the Just Futures 2012–2015 Strategy.

The Just Futures 2012–2015 Strategy was launched on 7 December 2011 and began 1 January 2012. This whole-of-government strategy aims to improve safety in Queensland's Indigenous communities and reduce the over-representation of Aboriginal and Torres Strait Islander Queenslanders in the criminal justice system as offenders and victims; and in correctional centres and youth detention centres.

Throughout 2011–12, Aboriginal and Torres Strait Islander Services has consulted Torres Strait Islander communities throughout Queensland regarding possible legal recognition of Torres Strait Islander Traditional Adoptions.

Aboriginal and Torres Strait Islander Cultural Heritage

We are responsible for administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*. This legislation recognises that Aboriginal people and Torres Strait Islander people are the primary guardians, keepers and knowledge holders of Aboriginal and Torres Strait Islander cultural heritage. It is important that Aboriginal people and Torres Strait Islander people are involved in processes for managing the recognition, protection and conservation of cultural heritage.

Any person carrying out an activity in Queensland must take all reasonable and practicable measures not to harm Aboriginal or Torres Strait Islander cultural heritage (the “cultural heritage duty of care”). There are gazetted duty of care guidelines to assist land users in assessing the potential impacts of

activities on Aboriginal and Torres Strait Islander cultural heritage. The legislation and the guidelines encourage direct agreement making between land users and the relevant Aboriginal or Torres Strait Islander party for managing the cultural heritage values of an area.

For any major projects requiring an environmental impact statement, it is mandatory to develop a cultural heritage management plan in accordance with Part 7 of the legislation. It is also possible to voluntarily develop a cultural heritage management plan under Part 7 of the legislation. In 2011–12, there were 40 new cultural heritage management plans registered with the department.

The department maintains the Aboriginal and Torres Strait Islander cultural heritage database and register as required by the legislation. The purpose of the database and register is to record information to assist Aboriginal and Torres Strait Islander parties and land users in their consideration of the cultural heritage values of an area.

Any person undertaking an activity can request a search of the database and register to assist in satisfying their cultural heritage duty of care. In 2011–12, we processed 15,937 Aboriginal and Torres Strait Islander cultural heritage search requests. All of these search requests were completed within the customer service timeframe of 20 business days.

Under the legislation, Traditional Owners can seek Queensland Government recognition of a corporation as a cultural heritage body for an area. The role of a cultural heritage body is to identify, for the benefit of anyone who needs to know under the legislation, the Aboriginal or Torres Strait Islander party for a particular area. During 2011–12, an additional four cultural heritage bodies were registered. The total area of Queensland covered by registered cultural heritage bodies at 30 June 2012 was 26.37 per cent.



FUTURE DIRECTIONS

- Work with communities and service providers to review Alcohol Management Plans in the 19 Indigenous communities where they are in place.
- Develop and implement the whole-of-government Aboriginal and Torres Strait Islander Economic Participation Framework for Action.
- Develop an Aboriginal and Torres Strait Islander cultural capability framework that builds a responsive public sector workforce, promotes recruitment and retention of a highly skilled and professional Aboriginal and Torres Strait Islander workforce, and enables reconciliation.
- Support the Department of Housing and Public Works and Department of Natural Resources and Mines in working with Aboriginal and Torres Strait Islander communities to remove barriers to home ownership.
- Address land tenure and infrastructure planning issues in priority communities, and ensure councils can issue long-term leases.
- Contribute to the development and implementation of the Bioregion Management Plan for Cape York.
- Continue to implement the Learning Earning Active Places (LEAP) strategy to improve access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people living in urban and regional areas.
- Continue to implement the Cape York Peninsula Tenure Resolution Program, which involves working with Traditional Owners and other stakeholders to identify and transfer land for economic opportunities and nature conservation.

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HIGHLIGHTS IN 2011–12

- Launched the Queensland Multicultural Policy: A Multicultural Future for All of Us and the Queensland Government Language Services Policy.
- Provided funding and support to community projects and multicultural events throughout Queensland.
- Hosted events celebrating and promoting cultural diversity and the achievements of culturally and linguistically diverse Queenslanders.

Multicultural Affairs

STRATEGIC OBJECTIVE - MORE INCLUSIVE, ACTIVE AND SAFE COMMUNITIES

QUEENSLANDERS VALUE CULTURAL DIVERSITY AND COMMUNITY HARMONY

Queensland is a culturally rich and diverse state. It is estimated that net overseas migration contributed more than 41 per cent to Queensland's population growth in 2010–2011¹. Multiculturalism is one of our state's greatest strengths benefiting our communities, workforce, businesses and trade.

Based on the 2011 Australia Bureau of Statistics (ABS) Census, 20.5 per cent (888,630) of Queensland's population was born overseas and more than one and a half million Queenslanders (36.2 per cent) were either born overseas or have at least one parent born overseas.

The main birthplaces of migrants to Queensland in 2010–2011 were New Zealand, the United Kingdom, the People's Republic of China, India and the Philippines².

This increasing diversity is likely to continue in the future.

A multicultural future for all of us

The Queensland Multicultural Policy: A Multicultural Future for All of Us and the Queensland Multicultural Action Plan 2011–2014 were released in July 2011 following widespread consultation.

The policy promotes a sense of unity and belonging for all Queenslanders regardless of cultural, linguistic, religious and ethnic background. It celebrates the traditions and values of all Queenslanders and advances our social, economic and civic identity.

The policy outlines priorities around six themes to improve outcomes across employment, education, health and other services for Queensland's culturally and linguistically diverse population.

The implementation of the policy upholds a number of principles, including that all Queenslanders:

- share a commitment to Queensland and Australia
- welcome and value the contribution that diversity brings to our community
- are treated fairly with mutual respect and understanding
- have opportunities to participate and contribute to the economic social, cultural and political life of this state
- have equitable access to the services of the state.

The policy and action plan will be updated to reflect the government's priorities and commitment to multicultural affairs, and to ensure that programs and other actions are responsive to genuine community needs.

Multicultural recognition legislation

The Multicultural Recognition Bill 2011 was tabled in Queensland Parliament in October 2011 and lapsed with the dissolution of Queensland Parliament on 19 February 2012.

Delivering on our multicultural policy

The Queensland Government's three-year plan to deliver on the Queensland Multicultural Policy is outlined in the Queensland Multicultural Action Plan 2011–2014. The action plan contains 62 actions to be implemented across government, which give practical effect to the principles and key themes of the policy.

¹Overseas Migration, Queensland 2011, Office of Economic and Statistical Research (released May 2012).

²Population Flows: Immigration Aspects 2010-11 Edition – Chapter 5 Migration Flows to the states and territories, DIAC <http://www.immi.gov.au/media/publications/statistics/popflows2010-11/>

The action plan also identifies four whole-of-government core outcomes. All departments will address these four core outcomes and report on their performance against these in their annual reports.

Core outcomes include:

- improved cultural competence of staff
- improved access to interpreters for clients when accessing services
- improved communication and engagement with culturally and linguistically diverse (CALD) communities and/or organisations
- improved recruitment and retention strategies for staff from CALD backgrounds.

Our own performance against these outcomes is available online at www.datsima.qld.gov.au/multicultural/publications/queensland-multicultural-policy-a-multicultural-future-for-all-of-us.

In 2011–12, we:

- reinvigorated the membership and purpose of the Interdepartmental Committee on Multicultural Affairs ensuring whole-of-government cooperation in planning, implementing and evaluating multicultural policy
- successfully prepared the whole-of-government core outcomes reporting guidelines and counting rules to improve consistency in reporting
- provided 174 grants throughout Queensland under the Multicultural Queensland Partnerships Program 2011–12 annual grants round to assist funded organisations to deliver projects and events that foster harmonious community relations and participation, and which build community capacity
- hosted events celebrating and promoting cultural diversity and the achievements of culturally and linguistically diverse Queenslanders. This included the Queensland Multicultural Festival in October 2011 and the Queensland Multicultural Awards in November 2011

- partnered with Surf Life Saving Queensland and delivered the On the Same Wave program including the distribution of more than 25,000 fact sheets in 23 languages for people from culturally and linguistically diverse backgrounds across Queensland. We also hosted a water safety forum in September 2011 to engage community leaders and stakeholders in water safety discussions.

Celebrating multiculturalism

Multicultural Affairs Queensland supports and delivers a range of community relations activities to promote cultural diversity and community harmony. Cultural celebrations bring Queenslanders from all backgrounds together to celebrate, not only our rich cultural diversity, but the aspirations and values that bind us together as one community.

The eighth annual Queensland Multicultural Festival was held on 16 October 2011 at Roma Street Parklands, Brisbane. The festival promoted multiculturalism and cross-cultural awareness within our community. More than 70 performances and 100 stalls representing more than 70 cultural groups were at the festival. Since 2004, approximately 340,000 people have attended the festival.

At the Queensland Multicultural Awards in November 2011 we recognised the outstanding work of volunteers, the education sector, businesses, community organisations, media and government agencies who promote multiculturalism and increase social harmony and positive community relations. In 2011, a new online submission process was introduced and 101 nominations were received from across Queensland.

The 2011 awards honoured 23 individuals and organisations that have increased community awareness of the benefits of multiculturalism, among them Ms Janeth Deen, who was awarded in the Outstanding Volunteer category.

The award recognised Ms Deen's exceptional and sustained efforts in assisting refugees and recent migrants in the Logan area and beyond. Ms Deen has been a lifelong champion for community harmony and multiculturalism.

Promoting anti-racism messages

The Multicultural Queensland Partnerships Program provides funding to assist organisations in delivering a range of projects and events that promote positive community relations.

Many of these projects harness community expertise to increase cross-cultural understanding, which reduces the potential for racism to occur.

EQUITABLE ACCESS TO GOVERNMENT PROVIDED AND FUNDED SERVICES

We work in partnership and directly with communities to ensure equitable access to services and programs.

Keeping people more informed of their entitlements

The revised Queensland Government Language Services Policy was launched in July 2011. This demonstrated the Queensland Government's commitment to developing communication strategies to ensure that culturally and linguistically diverse clients and stakeholders are informed of their entitlements. The Language Services Policy complements the new Queensland Multicultural Policy and provides a framework for Queensland Government agencies to deliver inclusive services for all Queenslanders.

Under the policy, all Queensland Government departments must budget for, and engage, professional interpreters as required. Departments are also responsible for ensuring that funded non-government organisations can access interpreters when they deliver services on the government's behalf.

Data collection and reporting have been strengthened across government through the inclusion of core outcome and performance indicators in the Multicultural Action Plan relating to interpreter usage by all Queensland Government departments and funded non-government organisations.

Supporting organisations to celebrate diversity

This year, we boosted funding for the Multicultural Queensland Partnerships Program, an initiative under the Queensland Multicultural Policy: A Multicultural Future for All of Us. A total of \$1 million was provided to assist eligible organisations to deliver projects and events that strengthen multiculturalism, foster harmonious community relations and participation, and build community capacity, including improved access to services in Queensland.

More applications were received this year than ever before. There were 174 successful applications, 47 more than in 2010–11. This reflects the growing enthusiasm of many groups in our community who wish to celebrate and support multiculturalism.

CASE STUDY 4:**Community engagement increases awareness about issues facing migrants and refugees**

Among the funded projects, the Murweh Shire Council received \$1500 to host a community event that involved recently arrived temporary skilled migrants mainly from Korean and Vietnamese backgrounds. Members of the wider community shared their cultural experiences. Around 800 people were engaged in positive interaction, which strengthened community cohesion and increased the migrants' overall confidence to participate in community activities.

The Multicultural Development Association also received funding of \$17,000 to undertake an Engage to Change Community Education project in Brisbane and Rockhampton. From May 2012, a range of community engagement forums and information sessions were organised to increase awareness in the wider community about issues facing asylum seekers and people from refugee backgrounds.

More inclusive councils

Through the Local Area Multicultural Partnerships (LAMP) Program, we worked with local councils and the Local Government Association of Queensland to promote cultural and social inclusion at the community level. This program supports local government to increase cultural competence within its workforces, and ensures its core business reflects the cultural diversity of the local region. Each local council is required to match funding provided by the Queensland Government.

In 2011–12, the Queensland Government contributed more than \$680,000 to help deliver initiatives including:

- translating Gold Coast City Council's Complaints Policy into seven different languages
- a program to teach the local Mackay multicultural community to swim
- working with the Australian Bureau of Statistics to accurately identify CALD communities to ensure their inclusion in the 2011 Census.

LAMP workers also delivered cultural awareness training to councils and external organisations to highlight some of the challenges faced by CALD communities.

Supporting communities

We focused on the needs of refugees, Pacific Islanders and Australian South Sea Islander communities through the Community Action for a Multicultural Society (CAMS) Program.

Under this program we fund community-based organisations to undertake advocacy, promote multiculturalism and link people from culturally and linguistically diverse backgrounds to available services. The program funds 20 workers, including a coordinator, located in 17 organisations across the state.

In 2011–12, activities facilitated by the program included:

- supporting the establishment of the Walking to Freedom Speakers Bureau in Toowoomba
- delivering training sessions on grants writing to Pacific Islander communities
- improving access to interpreters and supporting cultural awareness training for Queensland Police Service staff.

CASE STUDY 5:
Work with local councils creates more inclusive regions

This year the Local Area Multicultural Partnerships (LAMP) Program continued to be a flagship program for the multicultural sector in Queensland, changing attitudes and building positive relationships across the state.

Jointly funded by the Queensland Government and 13 participating local councils, LAMP workers integrated the principles and practices of multiculturalism in councils and promoted positive intercultural relations in local areas and regions.

In 2011–12, key achievements for the LAMP program included the delivery of council corporate induction and cultural awareness training sessions, with almost 1000 council staff attending sessions from Cairns, Logan and Ipswich City Councils.

Logan City Council successfully coordinated the Mayor's 'Welcome to Logan' event for recently arrived residents from diverse cultural backgrounds, which was attended by more than 100 people. Logan libraries also organised 27 cross-cultural information sessions on countries including Estonia, Bulgaria, Turkey and Papua New Guinea. These were attended by more than 800 people.

In Moreton Bay, the regional council organised an eight team League of Nations Tournament (football) which addressed local issues. Additional cross-cultural training provided to the Grant Road Football Fields Club House increased its local membership.

By developing a grant fact sheet and a frequently asked questions resource, Gold Coast City Council increased the number of grant applications from culturally and linguistically diverse communities by 33 per cent.

On the Same Wave

This year we expanded the On the Same Wave initiative to the North Queensland region. The initiative educates people and communities by providing water and surf safety messages in 23 languages to help address the over-representation of culturally and linguistically diverse groups in state and national drowning figures. Target groups for this initiative include international visitors, migrants and refugees.

The program, run by Surf Life Saving Queensland, covers the importance of learning to swim, identifying warning signs, rips and currents, sun safety, being safe around inland waterways, and the all-important 'swim between the flags' message.

In 2011–12, the initiative delivered 270 classroom information sessions and 37 on-beach sessions to more than 21,000 participants from target groups. The initiative also provided international visitors with important water and surf safety information upon their arrival in Queensland, promoting positive outcomes for Queensland's tourism industry.

The Queensland Government has provided \$320,000 to Surf Life Saving Queensland since 2010 for the On the Same Wave program, helping Queenslanders from culturally and linguistically diverse backgrounds and international visitors to stay safe.

Supporting international students

All states and territories, including Queensland, are implementing a National Community Engagement Strategy (NCES), one of 12 initiatives under the Council of Australian Governments' (COAG) International Student Strategy for Australia 2010–14. The COAG strategy aims to create a high quality experience for international students and ensure a sustainable future for international education in Australia.

Queensland has a high level of international student enrolments. In 2011, there were more than 92,000 international students enrolled in Queensland, which represents 16.69 per cent of the total enrolments in Australia.

We worked to implement the NCES in Queensland by providing funding to relevant organisations to deliver projects and activities aimed at increasing volunteering opportunities and assisting local communities to better engage with international students.

Some of the activities delivered by the funded organisations included:

- launch of a website and an information guide for international students at the Gold Coast
- launch of a webpage targeting international students for volunteering opportunities across Queensland
- increased participation by international students in local community events across Brisbane.

In addition, our department participated in events such as university orientation weeks, appointed a part-time Indian Student Liaison Officer and responded to community requests for support for international students.

CASE STUDY 6: Grassroots support for Queensland's diverse communities

The government's commitment to strengthening multiculturalism in our state continued this year through the Community Action for a Multicultural Society (CAMS) Program.

This is a partnership between government and community organisations that strengthens community relations at the grassroots level. It also provides funding to employ multicultural community workers that deliver advocacy services and build community capacity to benefit people from culturally and linguistically diverse backgrounds.

In 2011–2012, seventeen organisations employed 20 multicultural workers across Queensland through CAMS which included workers targeting the needs of refugees, Pacific Islanders and Australian South Sea Islander communities.

Achievements this year include the Caboolture CAMS worker's establishment of positive partnerships with Morayfield High School, Moreton Bay Regional Council and local Bhutanese and Sudanese communities. This culminated in the presentation of the Walk to Freedom DVD at Morayfield High School to enhance young people's understanding of the refugee and migrant journey.

Another was the partnership developed by the CAMS worker at Spiritus Ipswich with the University of Queensland. This partnership established homework support groups for 35 Pacific Islander students at Forest Lake High School.

Australian South Sea Islander Community Foundation

The Australian South Sea Islander Community Foundation is a partnership between the Queensland Government and the corporate sector to create a permanent legacy for the Australian South Sea Islander community. The foundation provides scholarships for Australian South Sea Islander students undertaking an undergraduate university degree.

Australian South Sea Islanders are the Australian-born descendants of mainly Melanesian people, who were brought to Queensland between 1863 and 1904 from more than 80 Pacific Islands to work as indentured labourers in the primary industries.

In 2011–12, we funded four new scholarships for Australian South Sea Islander students studying for an undergraduate degree at universities in Queensland.

CASE STUDY 7: Scholarships awarded to Australian South Sea Islander Scholarship Program participants

Since inception in 2001, 38 students have been awarded scholarships and 10 recipients have graduated with degrees in nursing, business, social work and the arts.

Each scholarship recipient receives \$5000 full-time or \$2500 part-time per year for the duration of their studies.



FUTURE DIRECTIONS

- Lead and monitor the implementation of the Queensland Multicultural Policy.
- Support the appropriate celebration of and education about Queensland's diverse cultural heritage. In 2013, we will oversee the introduction of a week-long program of events and activities that celebrates cultural diversity and supports the continued development and growth of strong multicultural communities in Queensland. This week of celebrations will include the prestigious Queensland Multicultural Awards.
- Lead the Queensland Migration Heritage Partnership, an exciting new government and community alliance that aims to build awareness of migrant experiences.

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HIGHLIGHTS IN 2011–12

- Achieved a smooth and efficient transition of work units and resources from a range of existing government departments to form the new department.
- Exceeded the Queensland public sector Equal Employment Opportunity (EEO) average for people with a disability, Aboriginal people and Torres Strait Islander people.

Corporate Services

STRATEGIC OBJECTIVE - EFFECTIVE MANAGEMENT OF KEY BUSINESS PROCESSES AND OUR HUMAN AND FINANCIAL RESOURCES

ABOUT THIS SECTION OF THE REPORT

Given the complexity of the machinery-of-government changes, readers of this report are requested to refer to the corporate services section of the 2011–12 annual reports from which functions were transferred to our new department. This will ensure the appropriate level of transparency, accuracy and clarity of reporting. The relevant reports have been listed below:

- Department of Communities, Child Safety and Disability Services
www.communities.qld.gov.au
- Department of Education, Training and Employment
www.deta.qld.gov.au
- Department of Natural Resource and Mines
www.dnrm.qld.gov.au
- Department of the Premier and Cabinet
www.premiers.qld.gov.au

Supplementary corporate services information for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA), as at 30 June 2012, has been provided in the sections.

MACHINERY-OF-GOVERNMENT TRANSITION

Since the establishment of DATSIMA in April 2012, the Department of Communities, Child Safety and Disability Services has provided a range of corporate services including:

- information services
- facilities management services
- internal audit services
- financial and strategic procurement services
- legal services
- human resources and ethical standards services.

The two departments are finalising a memorandum of understanding for the ongoing provision of these services.

OUR PEOPLE

Workforce profile

From our 381 staff, 318 (83 per cent) are permanent, while 44 (12 per cent) are temporary, 12 (3 per cent) are casual and seven (2 per cent) are contract (Senior Executive Service) staff.

In addition, the Acting Chief Financial Officer was an employee of another agency and another senior management position was deemed redundant in the new organisational structure.

As at 30 June 2012, our department employed four full-time equivalent (FTE) staff whose functions related to media, public affairs or communications.

Table 1 — Staff (FTE) by service area

SERVICE AREA	NUMBER OF STAFF as at 30 June 2012
Aboriginal and Torres Strait Islander Services	242
Multicultural Affairs	29
Corporate Services (including Retail Stores and Community and Personal Histories)	110
Total	381

Table 2 — Percentage of staff by equal opportunity groups as at 30 June 2012

EQUAL OPPORTUNITY GROUPS	OUR DEPARTMENT	QUEENSLAND PUBLIC SECTOR AVERAGE ¹
People with a disability	5.13 %	4.50 %
Culturally and linguistically diverse backgrounds	8.65 %	9.43 %
Aboriginal people and Torres Strait Islander people	25.32%	2.24 %
Women	66.7 %	67.27 %

Note:

1. Based on June 2012 Queensland public sector figures.

We exceeded the Queensland public sector EEO average for people with a disability, Aboriginal people and Torres Strait Islander people.

WORKFORCE DIVERSITY

To ensure our staff profile reflects the diversity of our client base, we support the increased participation of people with a disability, people from culturally and linguistically diverse backgrounds, Aboriginal people, Torres Strait Islander people and women.

As shown in Table 2, the percentage of staff from equal opportunity target groups in our department exceeds the Queensland public sector average for people with a disability, Aboriginal people and Torres Strait Islander people.

For details regarding initiatives to support women employed by the department please refer to Department of Communities, Child Safety and Disability Services' Annual Report 2011–12.

EXITING THE DEPARTMENT

Voluntary Separation Program

A Voluntary Separation Program (VSP) was introduced as part of the Mid-Year Fiscal and Economic Review in January 2011. This program was one of a number of measures designed to deliver additional savings and reprioritise spending. The program was targeted primarily at non-frontline areas, as a service reprioritisation strategy to ensure continued growth in frontline areas.

The department sought expressions of interest from all permanent staff in non-frontline roles and offers were subsequently made to eligible employees, subject to the scope of the program which included:

- employees whose skills and capabilities were no longer contemporary or the demand for which is expected to decline
- employees employed permanently prior to 1 January 2010
- tenured senior executives and tenured senior officers.

At 30 June 2012, 13 employees had accepted offers of voluntary separation packages under the VSP at a cost of \$1.7 million.

PUBLIC SECTOR ETHICS

The Code of Conduct for the Queensland Public Service (the Code of Conduct) applies to DATSIMA employees when performing official duties, including representing the Queensland Government at conferences, training events, on business trips and attending work-related social events.

All staff are required to be familiar with the human resource management procedures and practices that align to the Code of Conduct.

The Code of Conduct is available to all staff through the department's intranet. Members of the public can access this through the Department of the Premiers and Cabinet's website at www.premier.qld.gov.au.

In accordance with the reporting obligations of the *Crime and Misconduct Act 2001*, we report all matters involving suspected or alleged official misconduct to the Crime and Misconduct Commission (CMC).



FUTURE DIRECTIONS

- Implement the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs 2012–16 Strategic Plan.
- Develop the department's planning, performance and risk framework.
- Release the final corporate procurement plan, due for completion in December 2012, which will establish long-term procurement strategies that align with and support the department's strategic plan.

ONLINE INFORMATION

Additional 2011–12 performance information in relation to the following topics is available at www.datsima.qld.gov.au:

- Aboriginal and Torres Strait Islander matters (The Queensland Government Reconciliation Action Plan 2009–2012)
- Queensland Multicultural Policy
- Queensland Government Multicultural Action Plan 2011–2014
- Native Title
- overseas travel
- right to information and information privacy
- complaints management.

For the topics listed below, information can be found at www.communities.qld.gov.au:

- carbon emissions from air travel, electricity use and fleet vehicles
- *Carers (Recognition) Act 2008*
- consultancies
- information systems and recordkeeping
- recycling policy for buildings and civil infrastructure
- waste management.

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Foreword

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

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

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

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

The financial statements have been prepared on the basis that the distribution of functions to the new department happened on 1 May 2012, the first day of the month immediately after which the distribution happened in accordance with the *Financial Accountability Act 2009*.

The financial statements report the department's assets, liabilities and equity as at 30 June 2012, and income and expenses for the period 1 May 2012 to 30 June 2012.

The financial statements have been prepared to provide the following users with information relevant to the department's financial performance and its financial position:

- Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs
- Assistant Ministers for Aboriginal and Torres Strait Islander and Multicultural Affairs
- Members of the Legislative Assembly of Queensland
- community organisations
- government and semi-government instrumentalities
- our clients.

Statement of Comprehensive Income

for the reporting period 1 May 2012 to 30 June 2012

	Note	1 May 2012 to 30 June 2012 \$'000
Income from Continuing Operations		
Departmental services revenue	2	17,596
Sale of goods	3	4,199
Grants and other contributions	4	6,136
Other revenue	5	309
Total Income from Continuing Operations		28,240
Expenses from Continuing Operations		
Employee expenses	6	6,515
Supplies and services	8	3,066
Grants and subsidies	9	1,882
Depreciation and amortisation	10	197
Inventory expenses	11	2,790
Impairment losses	12	214
Other expenses	13	13,239
Total Expenses from Continuing Operations		27,904
Operating Result from Continuing Operations		336
Total Comprehensive Income		336

The accompanying notes form part of these statements.

Statement of Financial Position

as at 30 June 2012

	Note	2012 \$'000
Current Assets		
Cash and cash equivalents	14	12,964
Receivables	15	9,631
Inventories	16	2,850
Other	17	69
Total Current Assets		25,514
Non-Current Assets		
Property, plant and equipment	18	25,538
Intangible assets	19	248
Total Non-Current Assets		25,786
Total Assets		51,300
Current Liabilities		
Payables	20	15,367
Accrued employee benefits	21	1,711
Total Current Liabilities		17,078
Total Liabilities		17,078
Net Assets		34,222
Equity		
Contributed equity		33,886
Accumulated surplus		336
Total Equity		34,222

The accompanying notes form part of these statements.

Statement of Changes in Equity

for the reporting period 1 May 2012 to 30 June 2012

	Contributed Equity \$'000	Accumulated Surplus \$'000	Total \$'000
Balance as at 1 May 2012	-	-	-
Operating result from continuing operations	-	336	336
Transactions with Owners as Owners:			
Net assets received (transferred via machinery-of-government change note 25)	33,886	-	33,886
Balance as at 30 June 2012	33,886	336	34,222

The accompanying notes form part of these statements.

Statement of Cash Flows

for the reporting period 1 May 2012 to 30 June 2012

	Note	1 May 2012 to 30 June 2012 \$'000
Cash Flows from Operating Activities		
Inflows:		
Departmental services receipts		16,288
Sale of goods		4,105
Grants and other contributions		4,590
GST input tax credits received from the Australian Taxation Office		628
GST collected from customers		249
Other		244
Outflows:		
Employee expenses		(5,584)
Supplies and services		(3,144)
Grants and subsidies		(1,882)
Inventory expenses		(2,317)
GST paid to suppliers		(515)
GST remitted to Australian Taxation Office		(236)
Other		(5,349)
Net cash provided by (used in) operating activities	22	7,076
Cash Flows from Investing Activities		
Inflows:		
Sales of property, plant and equipment		38
Net cash provided by (used in) investing activities		38
Cash Flows from Financing Activities		
Inflows:		
Equity injections		5,850
Net cash provided by (used in) financing activities		5,850
Net increase in cash and cash equivalents		12,964
Cash and cash equivalents at beginning of financial year		-
Cash and cash equivalents at end of financial year		12,964

The accompanying notes form part of these statements.

Statement of Comprehensive Income by Major Departmental Services

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for the reporting period 1 May 2012 to 30 June 2012

	Aboriginal and Torres Strait Islander Services \$'000	Multicultural Affairs \$'000	Total 1 May 2012 to 30 June 2012 \$'000
Income from Continuing Operations			
Departmental services revenue	16,293	1,303	17,596
Sale of goods	4,199	-	4,199
Grants and other contributions	6,136	-	6,136
Other revenue	309	-	309
Total revenue	26,937	1,303	28,240
Total Income from Continuing Operations	26,937	1,303	28,240
Expenses from Continuing Operations			
Employee expenses	6,024	491	6,515
Supplies and services	2,986	81	3,066
Grants and subsidies	1,287	595	1,882
Depreciation and amortisation	197	-	197
Inventory expenses	2,790	-	2,790
Impairment losses	214	0	214
Other expenses	13,239	-	13,239
Total Expenses from Continuing Operations	26,738	1,166	27,904
Operating Result from Continuing Operations	199	137	336
Total Comprehensive Income	199	137	336

Statement of Assets and Liabilities by Major Departmental Services

as at 30 June 2012

	Aboriginal and Torres Strait Islander Services \$'000	Multicultural Affairs \$'000	Total \$'000
Current Assets			
Cash and cash equivalents	12,964	-	12,964
Receivables	9,631	-	9,631
Inventories	2,850	-	2,850
Other	69	-	69
Total Current Assets	25,514	-	25,514
Non-Current Assets			
Property, plant and equipment	25,538	-	25,538
Intangible assets	248	-	248
Total Non-Current Assets	25,786	-	25,786
Total Assets	51,300	-	51,300
Current Liabilities			
Payables	15,367	-	15,367
Accrued employee benefits	1,711	-	1,711
Total Current Liabilities	17,078	-	17,078
Total Liabilities	17,078	-	17,078
Net Assets	34,222	-	34,222
Equity			
Contributed equity	33,886	-	33,886
Accumulated surplus	336	-	336
Total Equity	34,222	-	34,222

The accompanying notes form part of these statements.

Notes to and forming part of the financial statements

08

for the reporting period 1 May 2012 to 30 June 2012

MACHINERY-OF-GOVERNMENT CHANGES

The Public Service Departmental Arrangements Notice (No. 1) 2012 and The Public Service Departmental Arrangements Notice (No. 2) 2012.

As a result of machinery-of-government changes, the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs was created on 3 April 2012.

These Notices resulted in the transfer of functions from the department, with an effective date of 1 May 2012.

Functions transferred to the department from the former Department of Communities include:

- Aboriginal and Torres Strait Islander Services
- Multicultural Affairs.

In addition, the Notices also resulted in the following transfer of functions to the Department.

From the former Department of Environment and Resource Management:

- Indigenous Cultural Heritage Coordination.

From the Public Service Commission:

- Project 2800.

However, pursuant to section 80(2) of the *Financial Accountability Act 2009*, for financial statement purposes, the transfer is deemed to have occurred from the first day of the month following the gazettal date, that is, from 1 May 2012.

Although the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs was created on 3 April 2012, these financial statements include transactions for the period 1 May 2012 to 30 June 2012 only. Transactions for the period 3 April 2012 to 30 April 2012 are recorded in the financial statements of the Department of Communities, Child Safety and Disability Services, the Department of Environment and Resource Management and the Public Service Commission.

This approach applies to both the primary statements and note disclosures, including the disclosures for Key Executive Management Personnel and Remuneration.

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

OBJECTIVES AND PRINCIPAL ACTIVITIES OF THE DEPARTMENT

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Statement of compliance

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

The financial statements are general purpose financial statements, and have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Queensland Treasury's Minimum Reporting Requirements for the year ending 30 June 2012 and other authoritative pronouncements.

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

b) The reporting entity

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

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

c) Administered transactions and balances

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

Administered transactions and balances are disclosed in note 26. These transactions and balances are not material in comparison to the department's overall financial performance/financial position.

d) Departmental services revenue/administered revenue

Appropriations provided under the *Annual Appropriation Act* are recognised as revenue when received. Appropriation revenue is recorded as a receivable if amounts are not received at the end of the financial year.

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

e) Sale of goods

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

f) Grants and other contributions

Grants, contributions, donations and gifts are recognised as revenue in the year in which the department obtains control over them. Control is normally obtained upon their receipt.

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

1. Summary of Significant Accounting Policies (continued)

g) Cash and cash equivalents

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

h) Receivables

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

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

Increases in the allowance for impairment are based on loss events as disclosed in note 15.

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

Refer to note 15 for further information on receivables.

i) Inventories

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

Cost is assigned on a weighted average basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition, except for training costs which are expensed as incurred.

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

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

j) Acquisitions of assets

Actual cost is used for the initial recording of all non-current physical and intangible asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use. This includes architects' fees and engineering design fees, however, any training costs are expensed as incurred.

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

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

1. Summary of Significant Accounting Policies (continued)

k) Property, plant and equipment

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

- Land \$1
- Buildings \$10,000
- Plant and equipment \$5000.

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

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

Land improvements undertaken by the department are included with Buildings.

l) Depreciation of property, plant and equipment

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

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

Assets under construction (works in progress) are not depreciated until they reach service delivery capacity. Service delivery capacity relates to when construction is complete and the asset is first put to use or is installed ready for use in accordance with its intended application. These assets are then reclassified to the relevant classes within property, plant and equipment.

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

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

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

Class	Rate %
Buildings	2
Plant and equipment	5-25

m) Revaluations of property, plant and equipment

Land and buildings are measured at fair value in accordance with AASB 116 Property, Plant and Equipment and Queensland Treasury's *Non-Current Asset Policies for the Queensland Public Sector*. To facilitate the valuation process, land and buildings (except for retail stores) have been revalued by the Department of Communities, Child Safety and Disability Services as at 30 June 2012 for the entire portfolio as if the machinery-of-government changes had not occurred. Assessments have been made by management of that department which indicate that the values at 30 June 2012 do not materially differ from those at 1 May 2012, i.e. the date of the machinery-of-government transfer. This strategy also ensured that the valuations at date of transfer were at fair value.

1. Summary of Significant Accounting Policies (continued)

The cost of items acquired or constructed during the year has been judged by management to materially represent their fair value as at 30 June 2012 if they were not revalued during the year.

Retail Stores land and buildings were revalued by the State Valuation Services (SVS) prior to the machinery-of-government transfer. These materially represent their fair value as at 30 June 2012.

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

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

Land and Buildings are revalued by management each year to ensure that they are disclosed at fair value.

Included in Land and Buildings are the following:

- (i) Residential properties – valued at current market value
- (ii) Buildings on Deed of Grant in Trust (DOGIT) land – valued at depreciated replacement cost.

(i) Residential Properties

In 2011–12, the Department of Communities, Child Safety and Disability Services revalued its properties as though the machinery-of-government changes did not occur. This process included assets which were later transferred to the department on 1 May 2012. The Department of Communities, Child Safety and Disability Services methodology included dividing the State into seventeen regions:

Geographical area	Region
Brisbane	Logan, West Moreton, Caboolture, Brisbane South-West, Brisbane North, Bayside, Brisbane South, Brisbane Central
North Queensland	Townsville
Far North Queensland	Cairns
Mackay	Mackay
Gold Coast	Gold Coast
Sunshine Coast	Sunshine Coast
Central Queensland	Rockhampton
South-West Queensland	Toowoomba
Wide Bay Burnett	Maryborough/Bundaberg
North West Queensland	Mt. Isa

Properties were then divided into homogeneous groups within each region according to certain criteria (including number of bedrooms, condition, value, age of property). From the number of properties in each group, a sample was selected for field valuation. Properties to be field valued were selected from these groups where the department owns its highest proportion of properties based on these groupings and where there was adequate market depth to determine fair value. The department utilised two independent valuers to value different properties within that sample. These properties have similar characteristics. Valuations were reviewed by the department for reasonableness.

1. Summary of Significant Accounting Policies (continued)

Following the independent valuations of the representative sample of properties, separate indices were calculated for these assets within each region using the mean of the ratios of the previous year's values to new values. These were subsequently applied to properties across each region not field valued in order to derive current market values. The mean of the test valuations provided by the second valuation firm must be within one standard deviation (+ or -) of the mean of the valuations provided by the primary valuation firm and the relative standard error rate $\leq 4\%$, before the indices were accepted. An analysis performed by the department has indicated that on average the variance between an indexed asset value and the valuation by an independent valuer when performed on a rotational basis is not significant and the department's indices are sound.

Every five years, the sample size is extended to further test the robustness of the index calculation process and to provide greater coverage of the property portfolio by independent valuation. In 2011, the Office of Economic and Statistical Research concluded that a larger sample size using the sampling methodology would produce even more precise estimates. The extended sample size was used in 2011–12 to provide for this precision.

There was no material movement in the values of these assets since the machinery-of-government transfer when they were revalued by management of the Department of Communities, Child Safety and Disability Services.

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

For departmentally-owned buildings on DOGIT land, there is not an active market for these assets. SVS is engaged to provide independent valuations every 5 years and indices for the intervening years using depreciated replacement cost approach based on cost per unit of service potential of the most appropriate modern replacement facility adjusted for any differences in future service potential of the asset being valued. The latest independent valuation by SVS for these buildings was at 30 June 2012. Land is valued at a nominal value of \$1 per parcel as land is held in trust for the local community.

Buildings on DOGIT land include buildings subject to finance leases.

The values at 30 June 2012 do not materially differ from those at 1 May 2012 when the machinery-of-government transfer occurred.

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

n) Impairment of non-current physical and intangible assets

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

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

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

1. Summary of Significant Accounting Policies (continued)

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

o) Leases

A distinction is made in the financial statements between finance leases that effectively transfer from the lessor to the lessee substantially all risks and benefits incidental to ownership and operating leases, under which the lessor retains substantially all risks and benefits.

Where a non-current physical asset is acquired by means of a finance lease, the asset is recognised at the lower of the fair value of the leased property and the present value of the minimum lease payments. The lease liability is recognised at the same amount.

Lease payments are allocated between the principal component of the lease liability and the interest expense.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly, are expensed in the periods in which they are incurred.

p) Financial instruments

Recognition

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

Classification

Financial instruments are classified and measured as follows:

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

All other disclosures relating to the measurement and financial risk management of financial instruments held by the department are included in note 24.

q) Intangible assets and amortisation

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

Intangible assets with a cost equal to or greater than \$100,000 are recognised in the financial statements, with items of a lesser value being expensed.

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

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

1. Summary of Significant Accounting Policies (continued)

Internally generated software

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

Costs associated with the development of computer software have been capitalised and are amortised on a straight-line basis over the period of expected benefit to the department. Refer below for details of amortisation.

Amortisation

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

Class	Rate %
Software – internally generated	20

r) Payables

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

s) Employee benefits

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

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

Wages and salaries

Wages and salaries due, but unpaid at reporting date, are recognised in the Statement of Financial Position at current salary rates. For unpaid entitlements expected to be paid within 12 months, the liabilities are recognised at their undiscounted values.

Annual leave

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

No provision for annual leave is recognised in the department's financial statements as the liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB1049 Whole of Government and General Government Sector Financial Reporting.

1. Summary of Significant Accounting Policies (continued)

Sick leave

Based on information provided by the Department of Communities, Child Safety and Disability Services, the Public Service Commission and the former Department of Environment and Resource Management, prior history indicates generally that, on average, sick leave taken each reporting period is less than the entitlement accrued. The department has made the judgement that this is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Superannuation

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

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

Long service leave

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

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

Key executive management personnel and remuneration

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

t) Contributed equity

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

u) Insurance

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

1. Summary of Significant Accounting Policies (continued)

v) Taxation

The department is a state body as defined under the Income Tax Assessment Act 1936, and is exempt from Australian Government taxation except for Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). As such, input tax credits receivable from and GST payable to the Australian Taxation Office (ATO), along with FBT, are recognised and accrued (refer to note 15).

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

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

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

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

w) Major departmental services

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

- Leading reforms to reduce the gap in life outcomes for Indigenous Queenslanders, working with Aboriginal and Torres Strait Islander Queenslanders to affirm their cultures and assisting all Queenslanders to benefit
- Providing advice on multicultural issues, coordinating multicultural policy and planning across Government and promoting positive community relations to enhance our cultural diversity.

x) Allocation of income and expenses to corporate services

The department discloses income and expenses attributable to corporate services in the Statement of Comprehensive Income by Major Departmental Services.

y) Issuance of financial statements

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

z) Comparative information and rounding

The reporting period covered by these financial statements is 1 May 2012 to 30 June 2012 as a result of the machinery-of-government changes effective from 3 April 2012. This is a newly formed department and does not have prior year comparative figures.

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1000 or, where that amount is less than \$500, to zero, unless disclosure of the full amount is specifically required.

1. Summary of Significant Accounting Policies (continued)

aa) Judgements

The preparation of financial statements necessarily requires the determination and use of certain critical accounting estimates, assumptions and management judgements that have potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year. Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

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

- Note 1(l) Depreciation
- Note 1(m) Revaluations of property, plant and equipment
- Note 1 (q) Intangible assets and amortisation.

The Australian Government passed its Clean Energy Act in November 2011 with a start date of 1 July 2012. The legislation will result in the introduction of a price on carbon emissions made by Australian businesses from 1 July 2012.

The flexible market-based price phase of the carbon pricing mechanism will commence on 1 July 2015. It will be preceded by a three-year period during which the price of permits will be fixed at \$23 per tonne or carbon dioxide equivalent in year one, \$24.15 in year two and \$25.40 in year three.

Section 4.3.4 of Queensland Treasury's report on 'Carbon Price Impacts for Queensland' dated August 2011 indicates that, for non-residential construction activities, costs may increase by between 0.7 per cent and 0.8 per cent over the period 2012–13 to 2015–16.

On this basis and other information available, the introduction of the carbon pricing mechanism is not expected to have a significant impact on the department's critical accounting estimates, assumptions and management judgements.

ab) New and revised accounting standards

The department did not voluntarily change any of its accounting policies during 2011–12. Australian Accounting Standard changes applicable for the first time for 2011–12 have had minimal effect on the department's financial statements, as explained below.

AASB 2010-4 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project [AASB 1, AASB 7, AASB 101 & AASB 134 and Interpretation 13] became effective from reporting periods beginning on or after 1 January 2011. Given the department's existing financial instruments, there was only a minor impact on the department's financial instruments note (note 24), in relation to disclosures about credit risk. That note no longer needs to disclose amounts that best represent the maximum exposure to credit risk where the carrying amount of the instruments already reflects this. As this was the case with all the department's receivables as at 30 June 2012, receivables are not included in the credit risk disclosure in this year's financial statements.

As the department held no collateral or other credit enhancements in respect of its financial instruments, and did not renegotiate the terms of any financial assets, during the reporting periods presented in these financial statements, there were no other changes required to the department's financial instruments note arising from the amendments to AASB 7 Financial Instruments: Disclosure.

1. Summary of Significant Accounting Policies (continued)

AASB 1054 Australian Additional Disclosures became effective from reporting periods beginning on or after 1 July 2011. As this is a newly formed department, AASB 1054 had minimal impact on the department. One of the footnotes to note 13 Other Expenses, regarding audit fees, has been slightly amended to identify the department's auditor and clarify the nature of the work performed by the auditor.

AASB 2011-1 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project [AASB 1, AASB 5, AASB 101, AASB 107, AASB 108, AASB 121, AASB 128, AASB 132 & AASB 134 and Interpretations 2, 112 & 113] also became effective from reporting periods beginning on or after 1 July 2011. The only potential implication for the department from this amending standard was the deletion from AASB 101 Presentation of Financial Statements of the requirement for disclosure of commitments. However, Queensland Treasury's Financial Reporting Requirements require continuation of commitments disclosures, so this deletion from AASB 101 has no impact on the department's commitments note (note 23).

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

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

AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income [AASB 1, 5, 7, 101, 112, 120, 121, 132, 133, 134, 1039 & 1049] applies as from reporting periods beginning on or after 1 July 2012. The only impact for the department will be that, in the Statement of Comprehensive Income, items within the "Other Comprehensive Income" section will need to be presented in different sub-sections, according to whether or not they are subsequently re-classifiable to the operating result. Whether subsequent re-classification is possible depends on the requirements or criteria in the accounting standard/interpretation that relates to the item concerned.

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

The department has commenced reviewing its fair value methodologies (including instructions to valuers, data used and assumptions made) for all items of property, plant and equipment measured at fair value to determine whether those methodologies comply with AASB 13. To the extent that the methodologies don't comply, changes will be necessary. While the department is yet to complete this review, no significant changes are anticipated, based on the fair value methodologies presently used. Therefore, at this stage, no consequential material impacts are expected for the department's property, plant and equipment as from 2013–14.

AASB 13 will require an increased amount of information to be disclosed in relation to fair value measurements for both assets and liabilities. To the extent that any fair value measurement for an asset or liability uses data that is not "observable" outside the department, the amount of information to be disclosed will be relatively greater.

AASB 9 Financial Instruments (December 2010) and AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 & 1038 and Interpretations 2, 5, 10, 12, 19 & 127] become effective from reporting periods beginning on or after 1 January 2013.

1. Summary of Significant Accounting Policies (continued)

The main impacts of these standards on the department are that they will change the requirements for the classification, measurement and disclosures associated with financial assets. Under the new requirements, financial assets will be more simply classified according to whether they are measured at amortised cost or fair value. Pursuant to AASB 9, financial assets can only be measured at amortised cost if two conditions are met. One of these conditions is that the asset must be held within a business model whose objective is to hold assets in order to collect contractual cash flows. The other condition is that the contractual terms of the asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The department has commenced reviewing the measurement of its financial assets against the new AASB 9 classification and measurement requirements. However, as the classification of financial assets at the date of initial application of AASB 9 will depend on the facts and circumstances existing at that date, the department's conclusions will not be confirmed until closer to that time. At this stage, and assuming no change in the types of transactions the department enters into, it is not expected that any of the department's financial assets will meet the criteria in AASB 9 to be measured at amortised cost. Therefore, as from the 2013–14 financial statements, all of the department's financial assets are expected to be required to be measured at fair value, and classified accordingly (instead of the measurement classifications presently used in notes 1(p) and 24. The same classification will be used for net gains/losses recognised in the Statement of Comprehensive Income in respect of those financial assets. In the case of the department's current receivables, as they are short-term in nature, the carrying amount will continue to be considered a reasonable approximation of fair value.

The following new and revised standards apply as from reporting periods beginning on or after 1 January 2013:

- AASB 10 Consolidated Financial Statements
- AASB 11 Joint Arrangements
- AASB 12 Disclosure of Interests in Other Entities
- AASB 127 (revised) Separate Financial Statements
- AASB 128 (revised) Investments in Associates and Joint Ventures
- AASB 2011-7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangements Standards [AASB 1, 2, 3, 5, 7, 9, 2009-11, 101, 107, 112, 118, 121, 124, 132, 133, 136, 138, 139, 1023 & 1038 and Interpretations 5, 9, 16 & 17].

These standards cannot be applied by not-for-profit entities prior to their effective date, as the AASB is presently considering modifying them for application by not-for-profit entities in an Australian context. Any such modifications are likely to clarify how the IASB's principles should be applied by not-for-profit entities. Hence, the department is not yet in a position to reliably determine the future implications of these new and revised standards for the department's financial statements.

AASB 10 redefines and clarifies the concept of control of another entity, which is the basis for determining which entities should be consolidated into an entity's financial statements. Therefore, subject to any not-for-profit modifications yet to be made to AASB 10, the department will need to re-assess the nature of its relationships with other entities, including entities that aren't currently consolidated.

AASB 11 deals with the concept of joint control, and sets out new principles for determining the type of joint arrangement that exists – which, in turn, dictates the accounting treatment. The new categories of joint arrangements under AASB 11 are more aligned to the actual rights and obligations of the parties to the arrangement. Subject to any not-for-profit modifications yet to be made to AASB 11, the department will need to assess the nature of any arrangements with other entities to determine whether a joint arrangement exists in terms of AASB 11.

1. Summary of Significant Accounting Policies (continued)

AASB 12 contains a wide range of new disclosure requirements in respect of interests in other entities, whether those entities are controlled entities, associates, joint arrangements, or structured entities that aren't consolidated. The volume and nature of disclosures that the department will be required to make as from its 2013–14 financial statements will depend on the department's eventual assessment of the implications of the new and revised standards listed above, particularly AASB 10, AASB 11 and AASB 128.

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

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

AASB 1053 Application of Tiers of Australian Accounting Standards applies as from reporting periods beginning on or after 1 July 2013. AASB 1053 establishes a differential reporting framework for those entities that prepare general purpose financial statements, consisting of two tiers of reporting requirements – Australian Accounting Standards (commonly referred to as "tier 1"), and Australian Accounting Standards – Reduced Disclosure Requirements (commonly referred to as "tier 2"). Tier 1 requirements comprise the full range of AASB recognition, measurement, presentation and disclosure requirements that are currently applicable to reporting entities in Australia. The only difference between the tier 1 and tier 2 requirements is that tier 2 requires fewer disclosures than tier 1.

Details of which disclosures in standards and interpretations are not required under tier 2 reporting are set out in amending standards AASB 2010-2, AASB 2011-2, AASB 2011-6 and AASB 2011-11 (which also apply from reporting periods beginning on or after 1 July 2013). However, Queensland Treasury's Financial Reporting Requirements effectively do not allow application of AASB 2011-6 in respect of controlled entities, associates or interests in jointly controlled entities.

Pursuant to AASB 1053, public sector entities like the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs may adopt tier 2 requirements for their general purpose financial statements. However, AASB 1053 acknowledges the power of a regulator to require application of the tier 1 requirements. In the case of the department, Queensland Treasury is the regulator. Queensland Treasury has advised that its policy decision is to require adoption of tier 1 reporting by all Queensland Government departments (including the department) and statutory bodies that are consolidated into the whole-of-government financial statements. Treasury's policy also prohibits the early adoption of the arrangements outlined in AASB 1053 and its accompanying amending standards. Therefore, the release of AASB 1053 and associated amending standards will have no impact on the department.

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

		1 May 2012 to 30 June 2012 \$'000
2.	RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND	
	Reconciliation of Payments from Consolidated Fund to Departmental Services Revenue Recognised in Statement of Comprehensive Income	
	Transfers from other departments	20,584
	Lapsed departmental services appropriation	(4,296)
	Total departmental services receipts	16,288
	Less: Opening balance of departmental services appropriation	-
	Plus: Closing balance of departmental services appropriation (<i>Refer note 20</i>)	1,308
	Departmental services revenue recognised in Statement of Comprehensive Income	17,596
3.	SALE OF GOODS	
	Sale of goods - Retail Stores	4,199
	Total	4,199
4.	GRANTS AND OTHER CONTRIBUTIONS	
	Goods received below fair value	268
	Grants	107
	Other	5,761
	Total	6,136
5.	OTHER REVENUE	
	Expenditure recoveries	66
	Grant refunds	50
	Interest	33
	Other	160
	Total	309
6.	EMPLOYEE EXPENSES	
	Employee benefits	
	Wages and salaries	4,969
	Employer superannuation contributions	511
	Annual leave levy	495
	Long service leave levy	100
	Other employee benefits	22
		6,097
	Employee related expenses	
	Payroll tax	261
	Workers' compensation premium	38
	Other employee related expenses	117
		417
	Total	6,515

The number of employees including both full-time employees and part-time employees measured on a full-time equivalent basis is:

	30 June 2012
Number of employees	381

7. KEY EXECUTIVE MANAGEMENT PERSONNEL AND REMUNERATION

(a) Key executive management personnel

Accountability for the department's operations under the *Financial Accountability Act 2009* resides solely with the Director-General as the Accountable Officer. The Director-General is the Chair of the Board of Management and all decisions made by the Board of Management are considered to be the decisions of the Accountable Officer and binding. Key executive management of the department has been defined as the Board of Management (membership which is set out in the table below) and includes those positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2011–12. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Responsibilities	Current incumbents	
		Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Acting Director-General	The Director-General is responsible for the efficient effective and economic administration of the agency.	CEO / s92 <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Deputy Director-General, Aboriginal and Torres Strait Islander Services	The Deputy Director-General provides strong and effective leadership in supporting the Director-General in the strategic and operational management of the Department with direct responsibility for the delivery of services across the state, including 8 regions.	SES 3 High employed under <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Executive Director, Remote Land and Infrastructure Program Office	The Executive Director leads the Program Office, ensuring quality partnerships are developed within Indigenous communities and with all tiers of government to ensure achievement of land use outcomes.	SES 2 High employed under <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Executive Director, Aboriginal and Torres Strait Islander Policy	The Executive Director is responsible for coordination and leadership in whole of government efforts to reduce the gap in health, education and prosperity and quality of life outcomes for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Executive Director, Employment Culture and Programs	The Executive Director is responsible for the implementation of the Cape York Welfare Reform initiative, and programs aims to improve access to education employment, health and housing opportunities for Aboriginal and Torres Strait Islander Queenslanders.	SES2 High employed under the <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Executive Director, Multicultural Affairs Queensland	The Executive Director has responsibility for whole of government leadership in multicultural policy and engagement with people from culturally and linguistically diverse backgrounds across Queensland through the leadership and delivery of a number of policies and programs.	SES 2 High employed under <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
General Manager, Corporate Services	The General Manager has responsibility for corporate functions such as governance and reporting, finance, human resources and executive services as well as lead responsibility for client based activities such as managing retail stores, and community and personal histories.	SES 2 High employed under Section 122 of the <i>Public Service Act 2008</i>	Appointed 17 April 2012
General Manager, Cultural Heritage	The General Manager has responsibility for cultural heritage policy and program development, including the administration of the <i>Aboriginal Cultural Heritage Act 2003</i> and <i>Torres Strait Islander Cultural Heritage Act 2003</i> .	SES 2 Low employed under the <i>Public Service Act 2008</i>	3 April 2012 MoG is date of effect
Acting Chief Finance Officer	The Chief Finance Officer provides strategic leadership and direction for the financial administration of the department.	SES 3 High employed under Section 122 of the <i>Public Service Act 2008</i>	Temporary appointment 3 April 2012 is date of effect

7. Key Executive Management Personnel and Remuneration (continued)

(b) Remuneration

Remuneration policy for the department's key executive management personnel is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. The remuneration and other terms of employment for the key executive management personnel are specified in employment contracts. The contracts provide for the provision of a salary and benefits of 12.75 per cent superannuation, an annual leave loading and motor vehicle or an allowance commensurate with the rates assigned by the Public Service Commission for the particular role classification.

Remuneration packages for key executive management personnel comprise the following components:

- Short-term employee benefits which include:
 - Base - consisting of base salary, allowances and leave entitlements paid and provided for the entire year or for that part of the year during which the employee occupied the specified position. Amounts disclosed equal the amount expensed in the Statement of Comprehensive Income.
 - Non-monetary benefits - consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.
- Long-term employee benefits include long service leave accrued.
- Post employment benefits include superannuation contributions.
- Redundancy payments are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.
- Performance bonuses are not paid.

Total fixed remuneration is calculated on a 'total cost' basis and includes the base and non-monetary benefits, long term employee benefits and post employment benefits.

Although the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs was created on 3 April 2012 as a result of machinery-of-government changes, the remuneration reported is only for the period 1 May 2012 to 30 June 2012 and is detailed in the table overleaf.

7. Key Executive Management Personnel and Remuneration (continued)

1 May 2012 – 30 June 2012

Position	Short-term employee benefits		Long-term employee benefits \$'000	Post employment benefits \$'000	Total Remuneration \$'000	Total Remuneration \$'000
	Base \$'000	Non-monetary benefits \$'000				
Acting Director-General ¹	36	5	1	4	46	92
Deputy Director-General, Aboriginal and Torres Strait Islander Services ²	31	4	1	4	40	80
Executive Director, Remote Land & Infrastructure Program ³	26	3	1	3	33	66
Executive Director, Aboriginal and Torres Strait Islander Policy ⁴	27	-	1	3	31	62
Executive Director, Employment, Culture and Programs ⁵	26	5	1	3	35	70
Executive Director, Multicultural Affairs Queensland ⁶	31	-	1	3	35	70
General Manager, Corporate Services ⁷	31	-	1	3	35	70
General Manager, Cultural Heritage ⁸	28	-	1	3	32	64
Acting Chief Financial Officer ⁹	-	-	-	-	-	-
Total remuneration	236	17	8	26	287	574

1. Remuneration costs prior to 1 May 2012 of \$21,000 are reflected in the financial statements of the Department of Environment and Heritage Protection.
2. Remuneration costs prior to 1 May 2012 of \$19,000 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.
3. Remuneration costs prior to 1 May 2012 of \$16,000 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.
4. Remuneration costs prior to 1 May 2012 of \$14,000 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.
5. Remuneration costs prior to 1 May 2012 of \$16,000 are reflected in the financial statements of the Public Service Commission.
6. Remuneration costs prior to 1 May 2012 of \$16,000 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.
7. Remuneration costs prior to 1 May 2012 of \$8,000 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.
8. Remuneration costs prior to 1 May 2012 of \$14,000 are reflected in the financial statements of the Department of Environment and Heritage Protection.
9. The Acting Chief Financial Officer's position is shared, and total remuneration has been paid for by the Department of Communities, Child Safety and Disability Services.

	1 May 2012 to 30 June 2012 \$'000
8. SUPPLIES AND SERVICES	
Professional and technical fees	1,099
Operating lease rentals	611
Travel	315
Administration costs	250
Outsourced corporate services	164
Telecommunications	145
Computer operating costs	99
Repairs and maintenance	91
Marketing and public relations	50
Minor plant and equipment	35
Rates to local governments	24
Other	186
Total	3,068
9. GRANTS AND SUBSIDIES	
Grants - operating (non-capital)	1,417
Grants - capital	452
Sponsorships	13
Total	1,882
10. DEPRECIATION AND AMORTISATION	
Depreciation incurred in respect of:	
Plant and equipment	146
Software	50
Buildings	1
Total	197
11. INVENTORY EXPENSES	
Cost of sales of inventories	2,791
Inventories write-down (reversal)	(1)
Total	2,790
12. IMPAIRMENT LOSSES	
Other debtors	214
Total	214
13. OTHER EXPENSES	
Departmental services revenue payable to Queensland Treasury	12,738
External audit fees #	26
Insurance premiums - Queensland Government Insurance Fund*	7
Other	468
Total	13,239

The Auditor-General of Queensland is the department's external auditor. Total external audit fees relating to the 2011-12 financial year are estimated to be \$.026 million. There are no non-audit services included in this amount.

* Certain losses of public property are insured by the Queensland Government Insurance Fund. Where claims made in respect of these losses have yet to be assessed by the Queensland Government Insurance Fund and the amounts recoverable cannot be estimated reliably at reporting date, the claims are not disclosed. Upon notification by the Queensland Government Insurance Fund of the acceptance of the claims, revenue is recognised for the agreed settlement amount and disclosed as Other Revenue — nil for 2011-12.

Notes to and forming part of the financial statements
for the reporting period 1 May 2012 to 30 June 2012

		2012
		\$'000
14.	CASH AND CASH EQUIVALENTS	
	Cash at bank	12,534
	Imprest accounts	430
	Total	12,964
15.	RECEIVABLES	
	Current	
	Departmental service revenue receivable	1,308
	GST receivable	150
	GST payable	(129)
		21
	Trade and other debtors	7,943
	Less: Allowance for impairment loss	(278)
		7,665
	Annual leave reimbursements	556
	Long service leave reimbursements	81
	Total	9,631
	Movements in the allowance for impairment loss	
	Balance at beginning of the year	-
	Amounts written off during the year	(278)
	Amounts recovered during the year	-
	Balance at the end of the year	(278)
16.	INVENTORIES	
	Goods held for sale	2,866
	Less: Allowance for stock obsolescence	(16)
	Total	2,850
17.	OTHER ASSETS	
	Current	
	Prepayments	69
	Total	69

18. PROPERTY, PLANT AND EQUIPMENT

	2012
	\$'000
Land	
At fair value	3,024
Buildings	
At fair value	16,148
Plant and equipment	
At cost	8,481
Less: Accumulated depreciation	(5,008)
	3,473
Capital works in progress	
At cost	2,893
Total	25,538

Property, plant and equipment reconciliation

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Capital works in progress \$'000	Total \$'000
Carrying amount at 1 May 2012	-	-	-	-	-
Acquisitions	-	-	221	-	221
Acquisitions through restructuring (note 25)	3,024	16,216	3,009	3,820	26,069
Transfers between classes	-	-	389	(389)	-
Disposals	-	(67)	-	(538)	(605)
Depreciation	-	(1)	(146)	-	(147)
Carrying amount at 30 June 2012	3,024	16,148	3,473	2,893	25,538

19. INTANGIBLE ASSETS

	2012
	\$'000
Software - internally generated (at cost)	298
Less: Accumulated amortisation	(50)
Total	248

Intangible assets reconciliation

	Software internally generated \$'000	Total \$'000
Carrying amount at 1 May 2012	-	-
Acquisitions through restructuring (note 25)	260	260
Amortisation	(12)	(12)
Carrying amount at 30 June 2012	248	248

20. PAYABLES

	1 May 2012 to 30 June 2012 \$'000
Departmental services revenue payable to Queensland Treasury	12,738
Trade creditors and accruals	2,256
Grants and subsidies payable	41
Other	333
Total	15,367

21. ACCRUED EMPLOYEE BENEFITS

Salaries and wages payable	849
Annual leave levy payable	734
Long service leave levy payable	128
Total	1,711

22. RECONCILIATION OF OPERATING SURPLUS TO NET CASH PROVIDED BY OPERATING ACTIVITIES

Operating Surplus	336
Non-cash items:	
Depreciation and amortisation expense	197
Loss (gain) on disposal of non-current assets	5
Impairment losses	215
Donated assets and services received	(268)
Donated assets and services expensed	202
Change in assets and liabilities	
(Increase)/decrease in GST input tax credits receivable	37
(Increase)/decrease in receivables	(9,201)
(Increase)/decrease in inventories	65
(Increase)/decrease in other assets	(55)
Increase/(decrease) in payables	13,952
Increase/(decrease) in GST payable	77
Increase/(decrease) in accrued employee benefits	1,514
Net cash provided by (used in) operating activities	7,076

23. COMMITMENTS FOR EXPENDITURE

(a) Non-cancellable operating lease commitments

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

	2012 \$'000
Within 12 months	333
12 months or longer and not longer than 5 years	200
Total	533

Operating leases are entered into as a means of acquiring access to office accommodation and storage facilities. Lease payments are generally fixed, but with inflation escalation clauses on which contingent rentals are determined. The lease term is generally for an initial fixed period with options to extend the lease for a further period or periods. No purchase options exist in relation to operating leases and no operating leases contain restrictions on financing or other leasing activities. Each lease varies to some extent based on factors such as market conditions and concessions that can be negotiated with individual landlords and their agents.

(b) Capital expenditure commitments

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

Plant and equipment	\$'000
Within 12 months	342

(c) Grants and subsidies expenditure commitments

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

Aboriginal and Torres Strait Islander Services	5,877
Multicultural Affairs Queensland	7,712
Total	13,589
Within 12 months	8,534
12 months or longer and not longer than five years	5,055
Total	13,589

24. FINANCIAL INSTRUMENTS

a) Categorisation of financial instruments

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

Category	Note	2012 \$'000
Financial assets		
Cash and cash equivalents	14	12,964
Receivables	15	9,631
Total		22,594
Financial liabilities		
Payables	20	15,367
Accrued employee benefits	21	1,711
Total		17,078

(b) Financial risk management

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

The department measures risk exposure using a variety of methods as follows:

- Credit risk - ageing analysis, earnings at risk
- Liquidity risk - sensitivity analysis
- Market risk - interest rate sensitivity analysis.

(c) Credit risk exposure

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

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

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

The following information represents the department's maximum exposure to credit risk based on contractual amounts net of any allowances:

Cash and cash equivalent

The maximum potential exposure to credit risk associated with the department's cash at bank is the amount reported in note 14.

24. Financial Instruments (continued)

Receivables

The credit risk for receivables relates to the risk that the department will not receive all amounts owing to it.

The extent of credit risk relating to the department's receivables (according to the extent to which allowances for impairment are warranted) is as disclosed in note 15.

For all classes of receivables, objective evidence of impairment exists where balances of debtors' accounts are in arrears, and on the basis of recent past experience, there is a probability that those balances will not be fully recovered. Where individually impaired debts within a given class of receivables warrant separate assessment, the allowance for impairment for that class reflects the outcomes of such separate assessments.

No receivables have had their arrears re-negotiated to avoid amounts being recorded as past due.

Write-offs of receivables are only processed after all reasonable and cost-effective steps have been taken to recover the arrears owing, and the relevant approving officer is satisfied that this is the case.

25. TRANSFER OF ASSETS AND LIABILITIES

As a result of the machinery-of-government changes, the following assets and liabilities were transferred to the department on 1 May 2012:

	Aboriginal and Torres Strait Islander Services \$'000	Indigenous Cultural Heritage Coordination \$'000	Total \$'000
Current assets			
Cash and cash equivalents	5,842	8	5,850
Receivables	410	12	422
Inventories	2,915	-	2,915
Other assets	15	1	16
Current Assets	9,182	21	9,203
Total current assets	9,182	21	9,203
Non-current assets			
Property, plant and equipment	26,069	-	26,069
Intangible assets	-	260	260
Total non-current assets	26,069	260	26,329
Total assets	35,251	281	35,532
Current liabilities			
Payables	1,421	4	1,425
Accrued employee benefits	197	24	221
Total current liabilities	1,618	28	1,646
Total liabilities	1,618	28	1,646
Equity Transferred	33,633	253	33,886

No assets or liabilities transferred from the Public Service Commission and Multicultural Affairs Queensland.

Total expenses and revenues for the period 1 July 2011 to 30 June 2012 (including those recognised by the former Department of Communities) that were attributed to the activities of Aboriginal and Torres Strait Islander and Multicultural Affairs are \$98.647 million and \$98.983 million respectively.

Total expenses and revenues (including those recognised by the Public Service Commission prior to 1 May 2012) for the period 1 July 2011 to 30 June 2012 that were attributed to the activities of Project 2800 are \$1.276 million and \$1.276 million respectively.

Expenses and revenues information is not available for activities transferred from the former Department of Environment and Resource Management for Indigenous Cultural Heritage Coordination.

26. SCHEDULE OF ADMINISTERED ITEMS

Aboriginal and Torres Strait Islander Services	1 May 2012 to 30 June 2012
	\$'000
Administered revenues	
Administered appropriation	903
Administered expenses	
Transfer payments - Family Responsibilities Commission	903
Operating Result	-
Administered assets - Current	
Cash and cash equivalents	903
Total current assets at 30 June	903
Administered liabilities - Current	
Payables	903
Total current liabilities at 30 June	903
Net Assets	-

Refer to note 28 for events occurring after balance date.

27. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED REVENUE

	1 May 2012 to 30 June 2012
	\$'000
Budgeted appropriation	903
Total administered receipts	903
Administered revenue recognised in note 26	903

28. EVENTS OCCURRING AFTER BALANCE DATE

As at 1 July 2012, the Aboriginies Welfare Fund bank account will transfer to the department from the Department of Communities, Child Safety and Disability Services. The transfer is a cash balance in the amount of \$506,000.

As a result of the State Budget of 11 September 2012, the department will have reduced recurrent funding for 2012–13. Measures have been introduced in line with Government policy to ensure that the department delivers on the Government's priorities within the revised funding limit.

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

08

These general purpose financial statements have been prepared pursuant to Section 62(1) of the *Financial Accountability Act 2009* (the Act), relevant sections 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:

- (i) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects and;
- (ii) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the period 1 May 2012 to 30 June 2012, and of the financial position of the department at the end of that period.

Colleen Orange B.Bus CPA

Chief Finance Officer
Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

28/09/2012

Ron Weatherall

A/Director General
Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

28/09/2012

Independent Auditor's Report

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

REPORT ON THE FINANCIAL REPORT

I have audited the accompanying financial report of Department of Aboriginal and Torres Strait Islander and Multicultural Affairs which comprises the statement of financial position and statement of assets and liabilities by major departmental services as at 30 June 2012, the statement of comprehensive income by major departmental services, for the period 1 May 2012 to 30 June 2012, notes comprising a summary of significant accounting policies and other explanatory information, and the certificates given by the Chief Finance Officer and acting Director-General.

The Accountable Officer's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

Independence

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

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

Opinion

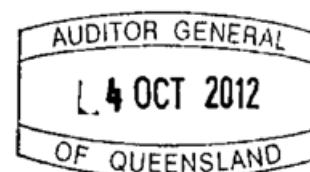
In accordance with s.40 of the *Auditor-General Act 2009* –

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
 - (i) the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the financial report presents a true and fair view, in accordance with the prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the financial year 1 May 2012 to 30 June 2012 and of the financial position as at the end of that period.

OTHER MATTERS - ELECTRONIC PRESENTATION OF THE AUDITED FINANCIAL REPORT

This auditor's report relates to the financial report of Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the period ended 30 June 2012. Where the financial report is included on the department's website the Accountable Officer is responsible for the integrity of the department's website and I have not been engaged to report on the integrity of the department's website. The auditor's report refers only to the subject matter described above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements or otherwise included with the financial report. If users of the financial report are concerned with the inherent risks arising from publication on a website, they are advised to refer to the hard copy of the audited financial report to confirm the information contained in this website version of the financial report.

These matters also relate to the presentation of the audited financial report in other electronic media including CD Rom.



A M GREAVES FCA FCPA
Auditor-General of Queensland

Queensland Audit Office
Brisbane

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Appendix 1

OUR LEGISLATION

The functions and powers of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) are derived from administering the following Acts of Parliament, in accordance with Administrative Arrangements Order (No.3) 2012:

ACT	STATUTORY OBJECTIVE
<i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> (except to the extent administered by the Attorney-General and Minister for Justice – Part 4, sections 18-25); (sections 4, 8, 64-67, 70 and 71, jointly administered with the Attorney-General and Minister for Justice)	This Act does not state an objective; however, it addresses a number of issues impacting on Aboriginal and Torres Strait Islander communities including the establishment of Community Justice Groups, the establishment of Community Police Officers, entry to trust areas, and the establishment of the Island Industries Board.
<i>Aboriginal Cultural Heritage Act 2003</i>	The main objective of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage.
<i>Torres Strait Islander Cultural Heritage Act 2003</i>	The main objective of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.
<i>Community Services Act 2007</i> (jointly administered with the Minister for Communities, Child Safety and Disability Services and the Minister for Education, Training and Employment)	The main objective of this Act is to help build sustainable communities by facilitating access for Queenslanders to community services.
<i>Family Responsibilities Commission Act 2008</i>	<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 (FRC).</p>

Our Director-General, on behalf of our Minister, is responsible for administering these Acts.

Changes in law

The following changes in law have affected, or will affect, the department:

ACT	CHANGE IN LAW
Nil	n/a

All legislation is available at www.legislation.qld.gov.au.

STATUTORY AUTHORITIES

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

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

Appendix 3

GOVERNMENT BOARDS AND COMMITTEES

AUSTRALIAN SOUTH SEA ISLANDER BOARD OF ADVICE	
Role, function and responsibilities	The purpose of the board is to make recommendations regarding the allocation of tertiary scholarships for Australian South Sea Islander descendants, and provide important mentoring and guidance to students.
Achievements for 2011–12	In 2011–12, the board: <ul style="list-style-type: none"> • met twice and endorsed the scholarship application process • maintained the donation agreement with Sucrogen, which provides funding support to the scholarship program until 2013 • agreed to support nine full-time students and one part-time student • agreed to the renewal of the memorandums of understanding with participating universities.
Total remuneration payments and on-costs	Nil
Number of women	5
Percentage of women	70 per cent
CAPE YORK WELFARE REFORM BOARD	
Role, function and responsibilities	The purpose of the board in 2011–12 was to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs to ensure the effective implementation of the Cape York Welfare Reform (CYWR) Agenda including resolution of issues, recommending funding allocations for support services and contributing to key policy directions and decisions.
Achievements for 2011–12	In 2011–12 the board: <ul style="list-style-type: none"> • met four times and endorsed the CYWR project management updates across the economic development, social responsibility, education and home ownership streams • endorsed funding proposals for support services for consideration by the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs • agreed to revisions for the framework and timelines for an independent evaluation of the trial • considered strategic and administrative issues associated with the CYWR Trial and its possible extension into 2013.
Total remuneration payments and on-costs	Nil
Number of women	Nil
Percentage of women	Nil

FAMILY RESPONSIBILITIES BOARD	
Role, function and responsibilities	The purpose of the board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs about the operation of the commission. For example, action the board considers the State or Australian Governments should take to help improve the operation of the commission and to consider reports given to the board about the performance of its functions.
Achievements for 2011–12	In 2011–12: <ul style="list-style-type: none"> the commission was transferred from the stewardship of the former Department of Communities to the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs on 3 April 2012 as a result of the Administrative Arrangements Order (No 3) 2012 the FRC Board met four times and endorsed FRC Quarterly Reports 12–15 and the FRC Annual Report 2010–11 the board also considered strategic and administrative issues associated with the FRC in relation to the Cape York Welfare Reform and extension into 2013.
Total remuneration payments and on-costs	Nil
Number of women	Nil
Percentage of women	Nil
QUEENSLAND ABORIGINAL AND TORRES STRAIT ISLANDER ADVISORY COUNCIL (QATSIAC)	
Role, function and responsibilities	QATSIAC provides high level strategic advice on Aboriginal and Torres Strait Islander issues and is the government's peak advisory body in relation Aboriginal and Torres Strait Islander affairs in Queensland.
Achievements for 2011–12	In 2011–12 QATSIAC provided: <ul style="list-style-type: none"> a submission to the Expert Panel for Constitutional Recognition of Indigenous Australians advice on the Queensland Government's Just Futures 2012–2015 Strategy, engaged in discussion on the Mental Health Commission, and advised the Queensland Government on its Aboriginal and Torres Strait Islander employment initiatives representation on the Queensland Aboriginal and Torres Strait Islander Justice Taskforce and the Overarching Bilateral Indigenous Plan Communication and Engagement with Indigenous Peoples Working Party (Closing the Gap National Partnership Agreement). <p>QATSIAC last met on 6 December 2011. The Queensland Government acknowledges and appreciates the contribution QATSIAC members have given through their valuable time and professional advice regarding policies, programs and services.</p>
Total remuneration payments and on-costs	The remuneration for committee members was \$5245 (sitting fees). Total on-costs were \$0.
Number of women	5
Percentage of women	40 per cent

QUEENSLAND ABORIGINAL AND TORRES STRAIT ISLANDER JUSTICE TASKFORCE (JUSTICE TASKFORCE)

Role, function and responsibilities	<p>The taskforce was established to:</p> <ul style="list-style-type: none"> • promote cross-sectoral linkages and partnerships in government and the community, including fostering partnerships with the private sector on initiatives to address Aboriginal and Torres Strait Islander disadvantage and over-representation in the justice system • monitor the implementation of the Just Futures 2012–2015 Strategy in Aboriginal and Torres Strait Islander communities and the identified target areas • provide advice to the Queensland Government on the implementation of the Just Futures 2012–2015 Strategy, progress and other justice-related programs and services • be informed of the developing evidence base, including evaluations and reviews, and what works to reduce Indigenous over-representation and improve community safety.
Achievements for 2011–12	<p>The taskforce met for the first time in February 2012. Members worked with the Resources Council to identify employment opportunities for those leaving prison.</p>
Total remuneration payments and on-costs	<p>The remuneration for committee members was \$4602. Total on-costs were \$0.</p>
Number of women	<p>6</p>
Percentage of women	<p>50 per cent</p>

GOVERNANCE BOARDS AND COMMITTEES

Since the establishment of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) in April 2012, a corporate governance committee framework has been put in place to support the senior executive in managing and governing the department.

DATSIMA BOARD	
Roles and responsibilities	<p>The DATSIMA Board is the department's key strategic governance body. It is responsible for the:</p> <ul style="list-style-type: none"> • overall strategic direction of the department • strategic management of the department's performance and risks • overseeing the department's portfolio of programs and projects.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Aboriginal and Torres Strait Islander Services (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Executive Director, Aboriginal and Torres Strait Islander Policy (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • General Manager, Corporate Services (Member) • Regional Director, North Queensland (Member) • Regional Director, South West (Member).
Meeting frequency	The DATSIMA Board meets monthly.

AUDIT AND RISK COMMITTEE

Roles and responsibilities

The primary role of the Audit and Risk Committee is to provide advice to the Director-General and DATSIMA Board on audit related matters and strategic risks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the *Financial Accountability Act 2009*, Financial Accountability Regulation 2009 and the Financial and Performance Management Standard 2009.

The Audit and Risk Committee is established in accordance with Section 35 of the Financial and Performance Management Standard 2009, at the direction of the Director-General. The Audit and Risk Committee reports to the DATSIMA Board and the Director-General.

The Audit and Risk Committee has observed the terms of its charter and had due regard to Queensland Treasury's Audit Committee Guidelines.

The role of the Audit and Risk Committee is to:

- assess the audit sub-program activity, for example, reviewing and monitoring internal audit reports and action taken
- review the performance of organisational areas in respect to action taken on audit recommendations (both internal and external)
- review the department's financial statements
- implement the department's approach to maintain an effective internal control framework, including over external parties such as contractors and advisors
- review the currency, comprehensiveness and relevance of the department's risk management framework, policy and procedure, including the identification and management of risks related to fraud and business continuity.

Membership

- General Manager, Corporate Services, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair)
- Deputy Director-General, Aboriginal and Torres Strait Islander Services (Member)
- Executive Director, Multicultural Affairs Queensland (Member)
- Executive Director, Governance and Strategy, Corporate Services, Department of Environment and Heritage Protection (External Member)
- Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Special Invitee)
- Chief Finance Officer, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Invitee)
- Director of Audit, Queensland Audit Office (Invitee)
- Audit Manager, Queensland Audit Office (Invitee)
- Head of Internal Audit, Department of Communities, Child Safety and Disability Services (Invitee).

Meeting frequency

The Audit and Risk Committee meets quarterly.

BUDGET REVIEW COMMITTEE

Roles and responsibilities

The Budget Review Committee provides an opportunity for the department's senior executives to monitor, and where necessary adjust, the departmental budget. The committee also collaborates on the department's information and communications technology (ICT) and capital property to support the service delivery functions of the department.

As Budget Review Committee membership is a subset of the DATSIMA Board, any decisions by the Budget Review Committee are considered to be decisions of the DATSIMA Board. The Budget Review Committee has no reporting requirements.

The role of the Budget Review Committee is to:

- provide endorsement of budget strategies and responsibilities including all major budget milestones during the financial year
- oversee the preparation of the department's budget submissions
- monitor and endorses adjustments to the department's budget for Director-General approval
- review whole-of-department financial performance, including monitoring of actual financial performance and position against budgets, and overseeing the development of strategies in response to emerging issues
- review and monitor the financial performance in relation to the department's capital outlays
- provide direction and endorsement of budget pressures requiring funding and allocation of savings
- provide direction on specific issues that have financial impacts across the department
- review the overall ICT-enabled portfolio on a quarterly basis for strategic alignment, value and benefit delivery, and make changes or provide direction as required on the make-up of the portfolio
- establish a sub-committee (which meets monthly and reports quarterly) to act as the department's Information Steering Committee for approval of business cases and monitoring of ICT policies, practices and projects
- recommend issues to be raised at the Portfolio Budget Review Committee which has been established for the Minister to consider matters such as resourcing and financial or budgetary implications across the Portfolio on a regular basis.

BUDGET REVIEW COMMITTEE (CONTINUED)

Membership

- Director-General (Chair), Department of Aboriginal and Torres Strait Islander and Multicultural Affairs
- Deputy Director-General, Aboriginal and Torres Strait Islander Services (Member)
- Executive Director, Multicultural Affairs Queensland (Member)
- Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member)
- Executive Director, Aboriginal and Torres Strait Islander Policy (Member)
- Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)
- Regional Director (Member)
- General Manager, Corporate Services (Member)
- Chief Finance Officer (Member).

Meeting frequency

The Budget Review Committee meets monthly.

HEALTH, SAFETY AND WELLBEING SUB-COMMITTEE

Roles and responsibilities

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

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

The Health, Safety and Wellbeing Sub-Committee is a forum of key stakeholders within the agency who have the responsibility to oversee and approve health, safety and wellbeing functions within the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.

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

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

- ensure that obligations under the *Work Health and Safety Act 2011* are met within the agency
- identify and discuss performance and reporting measures relating to health, safety and wellbeing
- drive an organisational culture that values the prevention and minimisation of risks to employees across the agency relating to physical and psychological health, safety and wellbeing
- approve strategies and employee initiatives relating to the eight core health, safety and wellbeing functions that provide the framework for the agency to work within.

HEALTH, SAFETY AND WELLBEING SUB-COMMITTEE (CONTINUED)

Membership	<ul style="list-style-type: none"> • General Manager, Corporate Services (Chair) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Director, Workforce and Corporate Support (Member) • Director, Retail Stores (Member) • Regional Director, North Queensland (Member) • Principal Project Officer, Human Resources (Member).
Meeting frequency	The Health, Safety and Wellbeing Committee meets bi-monthly, with a view to meeting quarterly in 2013.

STAFF ENGAGEMENT NETWORK

Roles and responsibilities	<p>The purpose of the Staff Engagement Network is to drive the effective implementation of key initiatives to support the achievement of the department's strategic objectives.</p> <p>The network, which is chaired by a senior officer, comprises staff from a diversity of classification levels across the department who have been invited to nominate for membership on the network. From time to time, the membership of the network changes to reflect the technical expertise, and other requirements, required for each initiative.</p> <p>The work of this network is guided by the department's staff engagement principles, as documented in the draft 2012–14 Staff Engagement Strategy. This approach to staff engagement contributes to creating a workplace environment of involvement, open communication and innovation.</p>
Membership	<ul style="list-style-type: none"> • Regional Director, South East (Chair) • Director, Workforce and Corporate Support (Deputy Chair) • A representative from each of the following areas across the department, from a range of salary classifications: <ul style="list-style-type: none"> – Workforce and Corporate Support – Communication Services – Aboriginal and Torres Strait Islander Employment, Culture and Programs – Aboriginal and Torres Strait Islander Policy – Multicultural Affairs Queensland. • A representative from each of the department's eight regions.
Meeting frequency	The Staff Engagement Network meets monthly.

Appendix 5

PERFORMANCE STATEMENT

Our department is responsible for Aboriginal and Torres Strait Islander Affairs and Multicultural Affairs service areas which contribute directly to the department's strategic objectives and to the delivery of government's objectives for the community.

Aboriginal and Torres Strait Islander Services

The Aboriginal and Torres Strait Islander Services (ATSIS) service area provides whole-of-government Indigenous policy leadership, coordination and monitoring, and the delivery of services to Aboriginal and Torres Strait Islander Queenslanders. This includes: key policy and program initiatives in the areas of employment and economic development; land tenure resolution; social housing and development opportunities; cultural heritage legislation; cultural capability and engagement; and the Cape York Welfare Reform Trial. It also includes client-based activities such as managing the six Retail Stores the department owns and providing community and personal histories services.

PERFORMANCE MEASURE		NOTES	2011-12 TARGET/EST.	2011-12 EST. ACTUAL	2012-13 TARGET/EST.
Service area: Aboriginal and Torres Strait Islander Affairs					
Service Standards	Level of key stakeholders' satisfaction with the advice, information and support provided by ATSIS	1	75%	69%	75%
	Proportion of communities with: <ul style="list-style-type: none"> completed road network survey plans 	2	75% completed	75%	100%
	<ul style="list-style-type: none"> Indigenous Land Use Agreements to facilitate the remote Indigenous housing program 	3, 4	50% completed	60%	75%
	<ul style="list-style-type: none"> Statutory Planning Policy compliant planning schemes finalised 	5	50% completed	60%	75%
Other measures	Average time taken to finalise a priority community and personal history request		6 months	6 months	6 months
	No. of Ministerial Indigenous Roundtables, Queensland Aboriginal and Torres Strait Islander Advisory Council meetings and official visits to discrete communities, led by ATSIS with key stakeholders to develop strategic policy positions, to progress initiatives and to improve service delivery	6	21	25	21

Notes:

1. In 2011–12, this measure related to that part of the department that comprised the Aboriginal and Torres Strait Islander Services area of the former Department of Communities.
2. The 16 discrete Indigenous local government areas in Queensland with which the Remote Indigenous Land and Infrastructure Program Office works are Aurukun, Cherbourg, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (five communities), Palm Island, Pormpuraaw, Torres Strait Islands region (15 communities), Woorabinda, Wujal Wujal and Yarrabah.
3. In addition to Indigenous Land Use Agreements (ILUA), Native Title compliance can also be achieved through section s24JAA of the *Native Title Act 1993* (Cth).
4. To date, Social Housing ILUAs have been agreed for Woorabinda and Kubin (one of the Torres Strait Island region communities). Native Title compliance is also being achieved through s24JAA (see note 3).
5. Twelve Land Use Planning Schemes (75 per cent) will be finalised by the end of 2012–13.
6. The 2011–12 estimated actual comprises one Ministerial Indigenous Roundtable, three Queensland Aboriginal and Torres Strait Islander Advisory Council (QATSIAC) meetings and 21 significant engagement activities across Queensland, such as negotiation tables.

Multicultural Affairs

The Multicultural Affairs service area provides whole-of-government policy leadership and engagement for people from diverse cultural backgrounds. This includes: policy and program initiatives such as the Queensland Multicultural Policy: A Multicultural Future for All of Us and the Local Area Multicultural Partnerships and Community Action for a Multicultural Society programs.

PERFORMANCE MEASURE		NOTES	2011–12 TARGET/EST.	2011–12 EST. ACTUAL	2012–13 TARGET/EST.
Service area: Multicultural Affairs					
Service Standards	Expenditure on translator and interpreter services	7	\$1.8 to \$2.0 million	\$1.7 million	73
Other measures	Number of grants provided through the annual grants round	8	120	174	60

Notes:

7. This measure provides total translator and interpreter expenditure by the whole of the former Department of Communities for the 2011–12 reporting period. This measure will be reviewed during 2012–13. No target/estimate has been set for 2012–13 as the scope of the measure is no longer relevant.
8. The 2011–12 service standard of the number of grants provided through the annual grants round increased from the target/estimate of 120 to the estimated actual of 174 due to an increase in budget of \$0.2 million, providing a total budget of \$1 million. Decrease from 2011–12 target/estimate to 2012–13 target/estimate reflects reduced grant funding due to budget savings measures.

Appendix 6

NATIONAL PARTNERSHIP AGREEMENTS

NATIONAL PARTNERSHIP AGREEMENT ON AN INDIGENOUS CLEARINGHOUSE	
Additional information	The National Partnership Agreement on an Indigenous Clearinghouse was signed by the former Prime Minister Kevin Rudd MP in March 2010 and the former Premier Anna Bligh on 14 May 2010. It expires in September 2014.
Objectives/targets	<p>The National Partnership Agreement aims to:</p> <ul style="list-style-type: none"> • increase the body of quality assessed evidence for what works to close the gap in Indigenous disadvantage • improve access to research and evaluations to inform policy and service delivery aimed at closing the gap in Indigenous disadvantage • improve communication of the evidence for what works to close the gap in Indigenous disadvantage to policy and program practitioners and the research community • improve coordination of research and evaluation efforts of governments and the research community across Australia • improve understanding of the gaps in the available evidence for what works to close the gap in Indigenous disadvantage.
Achievements for 2011–12	A total of \$530,604 was contributed by the Commonwealth to support the work of the Clearinghouse in 2011–12, along with \$147,217 by the Queensland Government.
NATIONAL PARTNERSHIP AGREEMENT ON REMOTE SERVICE DELIVERY (RSD)	
Additional information	The National Partnership Agreement on Remote Service Delivery (RSD) is a five-year agreement between the Commonwealth Government and State Governments that puts into place a new approach for delivering services to Indigenous Australians living in remote Australia.
Objectives/targets	<p>The National Partnership Agreement aims to:</p> <ul style="list-style-type: none"> • ensure Indigenous Queenslanders living in remote communities receive and actively participate in a full range of suitable and culturally inclusive services • raise the standard and range of services to be broadly consistent with those provided in similar sized and located communities • improve the level of governance and leadership within Indigenous communities and Indigenous community organisations • provide simpler access and better coordination to increase personal responsibility and behaviour consistent with positive social norms. <p>The Agreement covers the priority locations of Mornington Island, Doomadgee, Hope Vale and Aurukun together with continuing work in Mossman Gorge and Coen, which are part of the Cape York Welfare Reform Trial.</p>
Achievements for 2011–12	<p>A total of \$3.37 million was provided by the Queensland Government in 2011–12.</p> <p>Highlights under the Remote Service Delivery National Partnership Agreement include significant improvements in 2011 compared with 2008 in several of the 15 NAPLAN categories for Years 3, 5 and 7 for both Doomadgee and Mornington Island.</p>

NATIONAL PARTNERSHIP AGREEMENT ON INDIGENOUS ECONOMIC PARTICIPATION	
Additional information	The National Partnership Agreement on Indigenous Economic Participation is a four-year agreement between the Commonwealth Government and State Governments that puts into place a range of measures to assist in halving the gap in employment outcomes. It expires in June 2013.
Objectives/targets	<p>The National Partnership Agreement aims to:</p> <ul style="list-style-type: none"> • create real, sustainable employment in areas of government service delivery that have previously relied on subsidisation through the Community Development Employment Projects program (element 1) • strengthen current government procurement policies to maximise Indigenous employment (element 2) • incorporate Indigenous workforce strategies into all new COAG reforms (element 3) • review all public sector Indigenous employment and career development strategies to increase employment to reflect national Indigenous working age population share by 2015, to at least 2.5 per cent (element 4).
Achievements for 2011–12	<ul style="list-style-type: none"> • Elements 1 and 3 under this NPA are complete. • The Queensland Government commenced pilot projects in the areas of infrastructure, construction and service delivery procurement. These projects will be evaluated in the next financial year but have shown positive outcomes. • The Indigenous Economic 20% Policy has been strengthened to include employment opportunities available through the National Partnership Agreement on Remote Indigenous Housing. • The new Department of Education, Training and Employment, Department of Natural Resources and Mines, Department of Transport and Main Roads, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs and Department of Justice and Attorney-General have become members of the Australian Indigenous Minority Supplier Council.

Acronyms

ABS	Australian Bureau of Statistics
ATSIA	Aboriginal and Torres Strait Islander Affairs
ATSISS	Aboriginal and Torres Strait Islander Services
CALD	Culturally and linguistically diverse
CAMS	Community Action for a Multicultural Society
CMC	Crime and Misconduct Commission
COAG	Council of Australian Governments
CYWR	Cape York Welfare Reform
DATSIMA	Department of Aboriginal and Torres Strait Islander and Multicultural Affairs
EEO	Equal employment opportunity
FRC	Family Responsibilities Commission
FTE	Full-time equivalent
HACC	Home and Community Care
IBIS	Islanders Board of Industry and Service
ICT	Information and communication technology
ILUA	Indigenous Land Use Agreement
LAMP	Local Area Multicultural Partnerships
LEAP	Learning Earning Active Places
MAP	Multicultural Action Plan
MOG	Machinery-of-government
NAIDOC	National Aborigines and Islanders Day Observance Committee
NAPLAN	National Assessment Program-Literacy and Numeracy
NCES	National Community Engagement Strategy
NPA	National Partnership Agreement
PICC	Palm Island Community Company
QATSIAC	Queensland Aboriginal and Torres Strait Islander Advisory Council
QATSIF	Queensland Aboriginal and Torres Strait Islander Foundation
RAP	Reconciliation Action Plan
RSD	Remote service delivery
VSP	Voluntary Separation Program

Alcohol Management Reform Program	The Alcohol Management Reform Program began in 2008–09 comprising of alcohol restrictions, licensing conditions, dry place declarations and provides increased funding and additional services in the discrete Indigenous communities.
Cape York Welfare Reform Trial	The Cape York Welfare Reform Trial (2008–2012) is a partnership between the Queensland and Australian Governments, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge. The objective of the trial is to restore social norms and local authority, and change behaviours in response to chronic levels of welfare dependency, social dysfunction and economic exclusion.
Closing the Gap	A commitment by all Australian Governments to work toward a better future for Aboriginal people and Torres Strait Islander people. It aims to Close the Gap of Indigenous disadvantage in areas such as health, housing, education and employment.
Community Action for a Multicultural Society Program	Under this program the department funds community-based organisations to undertake advocacy, promote multiculturalism and link people from culturally and linguistically diverse backgrounds to available services.
Consultation	A process of inviting service user comment to inform decision-making processes.
Cultural heritage	Aboriginal and Torres Strait Islander cultural heritage is anything that is a significant Aboriginal or Torres Strait Islander area or object in Queensland, or evidence of archaeological or historic significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.
<i>deadly stories</i>	A three-year social marketing campaign to promote the achievements of Aboriginal and Torres Strait Islander Queenslanders, which is part of the LEAP strategy.
Discrete Indigenous community	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.
Family Responsibilities Commission	The Family Responsibilities Commission (FRC) supports the establishment of local Indigenous authority and the restoration of social norms in the four Cape York Welfare Reform Trial communities.
Islanders Board of Industry and Service	The Islanders Board of Industry and Service (IBIS) is a statutory board established to deliver goods and services, including healthy food at the lowest possible prices, to the communities of the Torres Strait and the Northern Peninsula Area.
Land Use Planning Schemes	Schemes which provide Aboriginal and Torres Strait Island Councils with information to underpin decisions about the sustainable use of the community’s land.
Local Area Multicultural Partnerships Program	The Local Area Multicultural Partnerships (LAMP) Program works with local councils and the Local Government Association of Queensland to promote cultural and social inclusion at the community level. This program aims to support local governments to increase cultural competence within their workforce, and ensure that their core business reflects the cultural diversity of the local region. Each local council is required to match the funding provided by the Queensland Government.
Machinery-of-government	The allocation and reallocation of functions between government departments and Ministers.

Ministerial Indigenous Roundtables	Ministerial Indigenous Roundtables provide an engagement mechanism between relevant Queensland Government Ministers and Mayors of discrete Indigenous communities.
Multicultural Queensland Partnership Program	The Multicultural Queensland Partnerships Program provides funding to assist organisations to deliver a range of projects and events that promote positive community relations.
National Partnership Agreement	National Partnership Agreements are agreements between the Commonwealth of Australia and the 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.
Negotiation Tables	Negotiation Tables are part of a sustained process of community engagement involving Aboriginal and Torres Strait Islander community leaders, non-government organisations and representatives from local, state and federal government agencies.
Palm Island Community Company	The Palm Island Community Company (PICC) delivers human services to the Palm Island community including a family support hub, safe haven services, disability respite and lifelong planning services, a diversionary centre, alcohol demand reduction strategies, a women's shelter and a children's safe house.
Project 2800	Project 2800 is a Queensland Government initiative committed to providing 2800 new employment opportunities for Aboriginal people and Torres Strait Islander people in the public sector by mid-2013.
Reconciliation	Recognising the achievements and uniqueness of our Aboriginal people and Torres Strait Islander people. It is about strengthening relationships, fostering respect and increasing opportunities.
Reconciliation Action Plan	The Queensland Reconciliation Action Plan 2009–2012 has been integral to advancing reconciliation throughout Queensland and supports the government's commitment to the Council of Australian Governments' Closing the Gap targets.
Regional Housing Indigenous Land Use Agreements (ILUA)	An ILUA that covers a number of different future activities such as social housing leasing, other infrastructure projects and home ownership, and which applies across a whole region.
Retail Stores	Retail Stores operate in six remote Indigenous communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda to provide a quality range of food, drinks and variety products at fair prices.
Social Housing Indigenous Land Use Agreements (ILUA)	An ILUA which provides Native Title consent for the State to build new subdivisions and houses but does not include consent for home ownership. It also includes a process to ensure cultural heritage is protected.
Voluntary Separation Program	A Voluntary Separation Program was introduced as part of the Mid-Year Fiscal and Economic Review in January 2011. This program was one of a number of measures designed to deliver additional savings and reprioritise spending.

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