

2014

ANNUAL REPORT

2015



Queensland
Government



Department of
Aboriginal and
Torres Strait Islander
Partnerships

14 September 2015

The Honourable Curtis Pitt MP
Treasurer
Minister for Employment and Industrial Relations and
Minister for Aboriginal and Torres Strait Islander Partnerships

Level 9, Executive Building
100 George Street
BRISBANE QLD 4000

Dear Minister

I am pleased to present the Department of Aboriginal and Torres Strait Islander Partnerships' Annual Report 2014–15, including the financial statements.

I certify that this annual report complies with:

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

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

Yours sincerely

Clare O'Connor
Director-General

Department of Aboriginal and Torres Strait Islander Partnerships



For the coming year, my aim is to improve both social and economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders. The state's commitment to the National Indigenous Reform Agreement forms a core part of this approach. Developing and strengthening partnerships, both inside and outside government, will be the key to achieving these outcomes.



Director-General's message

It is my great pleasure to present to you the Department of Aboriginal and Torres Strait Islander Partnerships' 2014–15 Annual Report.

This has been an exciting year for the Department of Aboriginal and Torres Strait Islander Partnerships. Machinery-of-government changes following the Queensland State General Election in February 2015 provided us with a stronger role in improving the social and economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders. This annual report outlines the progress the department has already made in contributing to the Queensland Government's objectives for the community. It also recognises the ongoing work across the department throughout the past year.

Our department's key role is to provide whole-of-government leadership in reforms to improve social and economic participation outcomes for Aboriginal people and Torres Strait Islander people. I acknowledge the work of the previous Director-General, James Purtill.

As the recently appointed Director-General, I am privileged to work with the Honourable Minister Curtis Pitt MP, our strategic partners, Aboriginal and Torres Strait Islander communities and our talented staff to achieve our vision of Aboriginal people and Torres Strait Islander people participating fully in Queensland's vibrant economic, social and cultural life.

Our department operates in a complex and challenging environment where, on average, Aboriginal and Torres Strait Islander Queenslanders are experiencing levels of socio-economic disadvantage greater than non-Indigenous Queenslanders. These challenges reinforce the need for our department to continue to be agile and innovative in the delivery of our services.

In 2014–15, we continued to strengthen Queensland's discrete communities through a range of initiatives, including the Welfare Reform program. This work expanded the role of the Family Responsibilities Commission to include the residents of Doomadgee. We also worked with communities on proposals related to alcohol management.

We understand the importance of delivering culturally capable services by working in a spirit of reconciliation – where we recognise the past, to move together towards the future. During the year, we worked in partnership with all Queensland Government agencies to develop the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework. The Framework aims to improve the quality and level of Queensland Government services to Aboriginal people and Torres Strait Islander people through a more culturally capable public sector workforce and culturally responsive management practices and business processes. It demonstrates our commitment to reconciliation and to growing cultural capability across the Queensland public sector.

Our department has a key role in increasing the economic participation of Aboriginal and Torres Strait Islander Queenslanders. In 2014–15, we facilitated 980 jobs, an increase of 582 jobs from the previous year; assisted 15 aspiring home owners in remote Aboriginal and Torres Strait Islander communities to achieve home ownership; and transferred 775,000 hectares of state-owned land to formal Aboriginal ownership.

The *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report, which was released in February 2015, states that Aboriginal people and Torres Strait Islander people in Queensland experience disproportionately high levels of violence, including domestic and family violence. It also notes that the impacts of this violence and abuse in Aboriginal and Torres Strait Islander communities cannot be underestimated and that they contribute to negative effects on psychological and physical health, homelessness, poverty, children's wellbeing and education.

Our department is committed to addressing domestic and family violence by working with relevant agencies and Aboriginal and Torres Strait Islander Queenslanders on this important issue. We also have a very specific role to lead the Aboriginal and Torres Strait Islander Child Protection Service Reform Project to improve access for Aboriginal and Torres Strait Islander families to culturally appropriate programs and services, and to reduce the number of Aboriginal and Torres Strait Islander children and families in Queensland's child protection system.

Throughout the year, our department further embedded the Queensland public sector values of customers first, ideas into action, unleash potential, be courageous and empower people. These values provided a clear focus for all staff in delivering improved, innovative services to Aboriginal and Torres Strait Islander Queenslanders.

I am looking forward to delivering on the Premier's priorities and the commitments outlined in Minister Pitt's Charter Letter by progressing numerous key policy reform initiatives, such as addressing the need for reparations for stolen wages and supporting the development and implementation of a Domestic and Family Violence Prevention Strategy. I am also excited about:

- working in partnership with all levels of government, industry and community representatives to drive the implementation of programs that increase the number of jobs and career opportunities of Aboriginal and Torres Strait Islander Queenslanders, particularly young people
- continuing to connect Aboriginal people and Torres Strait Islander people to their community and family histories
- improving cultural heritage services to protect Queensland's Aboriginal and Torres Strait Islander cultural heritage.

I would like to thank the executive leadership team, and all our employees, who in their day-to-day work continue to demonstrate a strong commitment to working closely with our strategic partners to advance the interests of Aboriginal and Torres Strait Islander Queenslanders in remote, urban and regional areas across the state.

Clare O'Connor
Director-General



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o1 About our department

The Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) was established on 16 February 2015, under the *Public Service Act 2008* as a result of machinery-of-government changes following the 2015 State General Election.

As a result of the *Public Service Departmental Arrangements Notice (No.1) 2015*, functions relating to multicultural affairs services were transferred to the Department of Communities, Child Safety and Disability Services, with an effective date of 1 March 2015.

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Strategic overview

The department’s vision is for Aboriginal people and Torres Strait Islander people to participate fully in Queensland’s vibrant social, cultural and economic life. Central to this vision is the key focus on increasing the economic participation and improving the community participation of Aboriginal people and Torres Strait Islander people living in rural, remote, regional and urban locations across Queensland.

With the change of government in February 2015, the department has focused its efforts on implementing the following incoming government’s objectives for the community:

- ▶ **Creating jobs and a diverse economy** by generating new employment and business opportunities for Aboriginal people and Torres Strait Islander people, and by removing barriers to home and land ownership.
- ▶ **Delivering quality frontline services** that were culturally capable and responsive to customer need, including the delivery of community and personal histories services and retailing services.
- ▶ **Building safer and more connected communities** by working with government agencies to develop a Queensland Government response to the report of the Taskforce on Domestic and Family Violence in Queensland; by addressing historical government controls over the wages and savings of Aboriginal and Torres Strait Islander Queenslanders through providing funding for a Reparations Program; and by supporting discrete communities in the review of their Alcohol Management Plans.
- ▶ **Protecting the environment** by administering and managing Aboriginal and Torres Strait Islander cultural heritage legislation and Cape York Peninsula Tenure Resolution.

Our role

The department provides whole-of-government leadership in Aboriginal and Torres Strait Islander reforms to improve economic and community participation outcomes for our customers.

- The department’s key initiatives focus on:
- ▶ employment opportunities and business development
 - ▶ administration and management of cultural heritage legislation
 - ▶ community and personal histories services
 - ▶ retailing services in six remote locations
 - ▶ Welfare Reform and the minimisation of harm in discrete communities
 - ▶ integrated infrastructure coordination and delivery in remote communities
 - ▶ acquisition of in-demand skills
 - ▶ land tenure resolution, housing and land development in remote communities.

Organisational structure

In February 2015, following the State General Election, the incoming government announced changes to the structure of the former Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, resulting in multicultural affairs services being transferred to the Department of Communities, Child Safety and Disability Services.

The department’s structure reflects our priorities for increased economic participation and improved community participation for Aboriginal and Torres Strait Islander Queenslanders and the importance of delivering both government and organisational priorities efficiently and effectively.

The department’s structure incorporates the following business areas:

- **Community Participation** – which focuses on the improved community participation of Aboriginal and Torres Strait Islander Queenslanders.
- **Economic Participation** – which focuses on the increased economic participation of Aboriginal and Torres Strait Islander Queenslanders.
- **Corporate and Client Services** – which focuses on creating a capable, agile and innovative organisation.

A network of 17 service centres across the department’s seven regions delivers frontline services that promote economic and community participation outcomes for all Aboriginal and Torres Strait Islander Queenslanders.

Further details regarding the department’s organisational structure are provided on page 48 of this report.

Our Minister

The Honourable Curtis Pitt MP, State Member for Mulgrave was sworn in as Queensland’s Treasurer on 16 February 2015. The Treasurer is also the Minister for Aboriginal and Torres Strait Islander Partnerships and for Employment and Industrial Relations.

The Minister’s Far North Queensland electorate of Mulgrave takes in the Aboriginal community of Yarrabah. Minister Pitt brings to the portfolio a deep understanding of Aboriginal and Torres Strait Islander cultures and a strong, personal commitment to improving and promoting the economic, environmental and social participation of Aboriginal and Torres Strait Islander Queenslanders.

Legislation

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

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

Further information on the legislation administered by the department is detailed in Appendix 1 on page 93.





Achievements in 2014–15

15,730

cultural heritage search requests were completed within 20 business days

Assisted **170**

Aboriginal and Torres Strait Islander businesses to access **\$59.7 million** in Queensland Government procurement



94%

of people surveyed at NAIDOC events believe the events **enhanced their appreciation** for Aboriginal and Torres Strait Islander cultures

Supported **7** communities to review their **Alcohol Management Plans** and submit proposals for consideration

980

jobs facilitated for Aboriginal and Torres Strait Islander jobseekers

Exceeded our target of 398 jobs

775,000

hectares of state-owned land and national parks **transferred to Traditional Owners**

Exceeded our target of 700,000 hectares

15

houses made available for ownership by Aboriginal people and Torres Strait Islander people in targeted communities

Delivered Queensland's **Welfare Reform** to assist

5 communities to restore social norms and re-establish local authority

Developed the Aboriginal and Torres Strait Islander **Cultural Capability Framework**

in **partnership** with Queensland Government agencies

02 Operating environment

The department remains determined to develop and maintain active and ongoing engagement with all levels of government, industry and community partners to align and coordinate efforts and resources for the benefit of Aboriginal and Torres Strait Islander Queenslanders.

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Current social and economic environment

The department operates within a complex and challenging environment. Our customers face diverse and complex issues that are often inter-generational. While gains have been made in measures such as halving the gap in mortality rates for Aboriginal and Torres Strait Islander children and halving the gap in Year 12 attainment, there is more work to be done.

Aboriginal and Torres Strait Islander populations of Queensland are the fastest growing of all states and territories, with nearly 40 per cent aged 15 years and under. By 2020, Queensland is projected to have the largest population of Aboriginal people and Torres Strait Islander people in Australia. This population growth presents great opportunities and challenges. The opportunity to maintain gains made in reducing child mortality and education attainment will secure the health and educational outcomes of Aboriginal and Torres Strait Islander children and young people. Our challenge will be to continue working with our customers and partners to ensure progress is made in other crucial areas, including life expectancy, employment and community safety.

The department remains determined to develop and maintain active and ongoing engagement with all levels of government, industry and community partners to align and coordinate efforts and resources for the benefit of Aboriginal and Torres Strait Islander Queenslanders.

Customers and partners

The department’s most important customers are Aboriginal people and Torres Strait people living in diverse communities across Queensland.

During the past year, the department remained committed to knowing its customer communities by:

- expanding the department’s evidence base to identify jobseekers, potential employers, future growth industries and the skills required for the jobs of today and in the future
- building sustainable relationships with local service providers and industry groups to improve economic and community participation
- establishing and maintaining a comprehensive knowledge of the department’s customer communities, through the development and review of 33 community profiles.

The department also worked in collaboration with other Queensland Government agencies, the local government sector (particularly Aboriginal and Torres Strait Islander regional councils), and with Australian Government departments to achieve improved outcomes.

In recognition of the importance of creating and maintaining economic opportunities for customers, the department developed and maintained strategic relationships with industry bodies and businesses, large and small, across the state.

During 2014–15, the department developed a number of partnerships resulting in employment opportunities for Aboriginal and Torres Strait Islander jobseekers. Some of these included:

- a partnership with the Institute of Urban Indigenous Health which resulted in the organisation employing 25 Aboriginal and Torres Strait Islander jobseekers
- a partnership with the Billiton Mitsubishi Alliance which resulted in 15 Aboriginal and Torres Strait Islander jobseekers starting traineeships.

Risks and opportunities

Risks

The department identified a number of strategic risks that could potentially impact upon the achievement of its strategic objectives, including:

- ▷ failure to strategically influence strategic partners and to deliver improved employment and community participation outcomes
- ▷ failure to effectively engage with Aboriginal and Torres Strait Islander communities
- ▷ lack of alignment between staff capabilities and the department’s current and future business needs.

Opportunities

During 2014–15, the department capitalised on opportunities by:

- ▷ building and maintaining sound and productive relationships with all levels of government and with business and industry partners
- ▷ developing a comprehensive understanding of the needs and aspirations of individual customers and the communities in which they live and work
- ▷ establishing a workplace environment where staff were capable, innovative and motivated towards achieving the best outcomes for Aboriginal and Torres Strait Islander Queenslanders.

During 2014–15, the department developed a number of partnerships resulting in employment opportunities for Aboriginal and Torres Strait Islander jobseekers.





03

Summary of our financial performance

This financial summary provides an overview of the department’s financial performance for 2014–15.

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The 2014–15 financial year reflects the part year effect of a machinery-of-government change, where Multicultural Affairs services were transferred from the former Department of Aboriginal and Torres Strait Islander and Multicultural Affairs to the Department of Communities, Child Safety and Disability Services, effective 16 February 2015. Accordingly, caution should be exercised when comparing financial years.

Performance measure

Percentage of DATSIP services delivered within agreed budget allocation		
Year	2013–14	2014–15
Target	100%	100%
Actual	100%	100%
Status	✓ Achieved target	✓ Achieved target

During 2014–15, income including revenue from government amounted to \$113.4 million and expenses were \$111.7 million, resulting in an operating surplus from operations of \$1.7 million. This reflects a surplus achieved in the Retail Stores’ operation offset by expenditure in infrastructure development in remote communities for which the funding was received in 2012–13. The surplus in Retail Stores will be re-invested in maintaining and improving plant and equipment essential for the ongoing provision of quality food, drinks and variety products in the communities where the Retail Stores operate.

Income

Figure 1 shows the income across items for 2014–15.

The department received income from a range of sources including the Queensland Government, the Australian Government and through the sale of goods in the Retail Stores. Total income for the department for 2014–15 was \$113.4 million and this included:

- \$51.7 million in appropriation revenue from the Queensland Government
- \$28.0 million from the sale of goods in the Retail Stores
- \$33.3 million in grants and other contributions mainly from the Australian Government for the National Partnership Agreement on Remote Indigenous Housing and associated projects
- \$400,000 in other revenue.

Expenses

Figure 2 on page 10 shows the expenses across items for 2014–15.

The department delivered its services through departmental staff, the provision of grants and contributions to local governments, non-government organisations and community groups, and the engagement of technical experts in the areas of land surveys, road infrastructure planning, engineering and land tenure negotiation. The department also incurred expenditure in inventory and operational costs in the Retail Stores. Total expenses for 2014–15 were \$111.7 million.

Figure 1: Revenue by type \$M

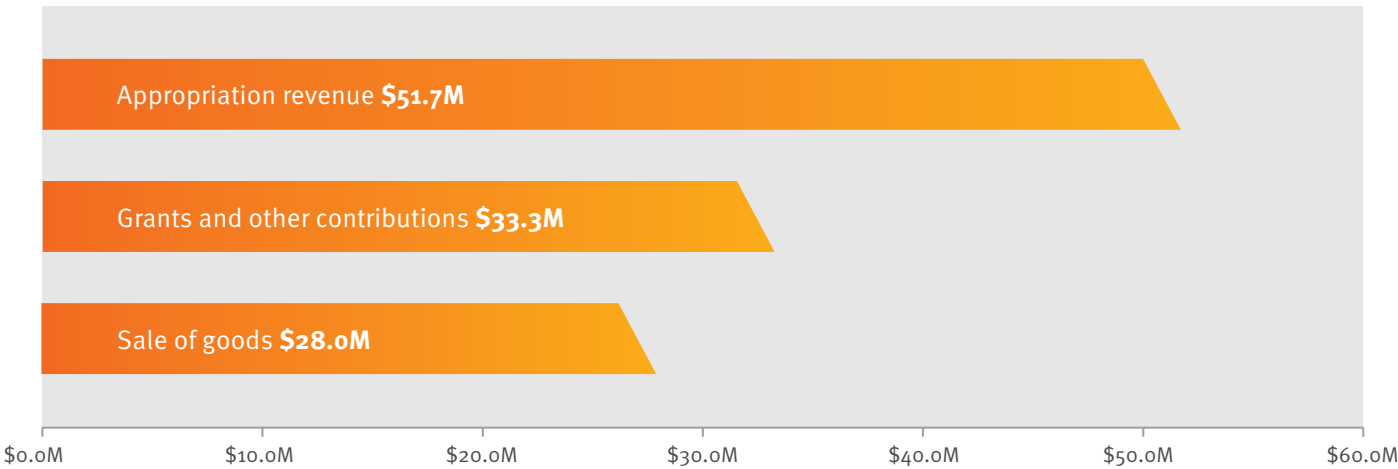
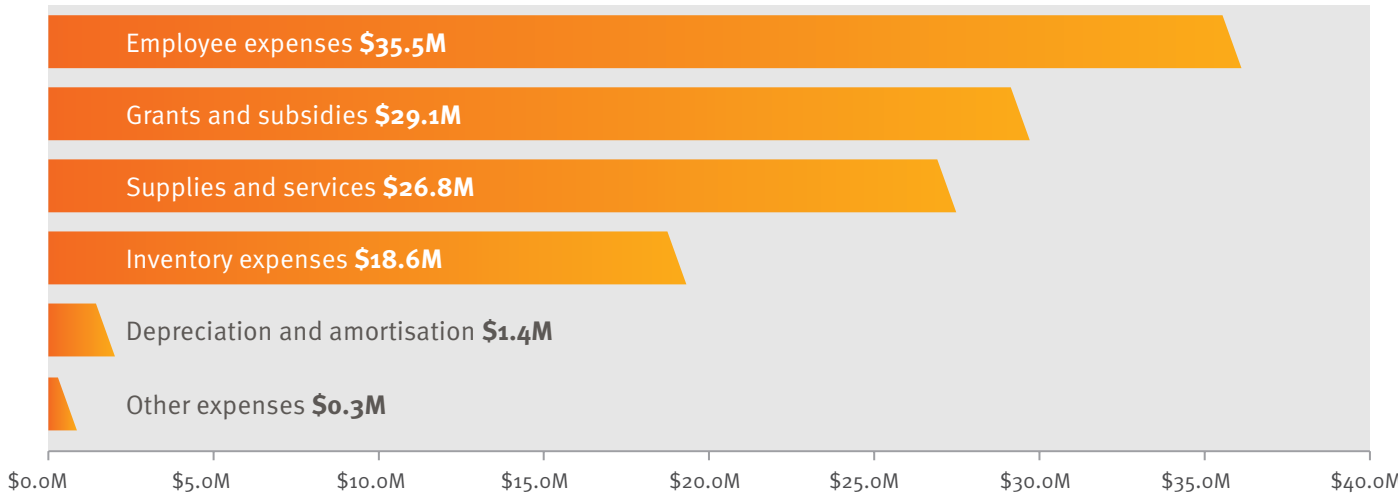


Figure 2: Operating expenditure by type \$M



Comparison to last year

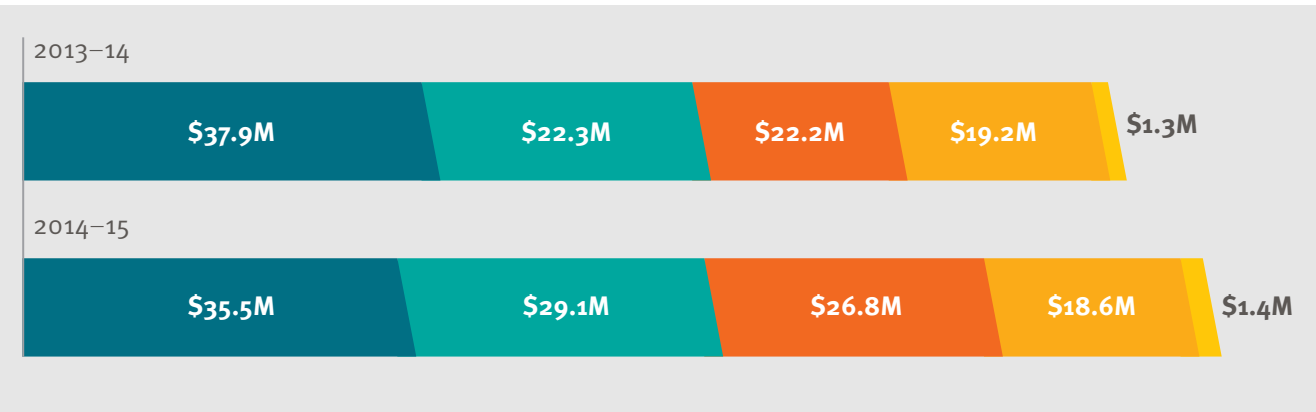
Expenditure for the department in 2014–15 was \$8.4 million more than 2013–14 (Figure 3) mainly for works undertaken in remote Indigenous communities under the National Partnership Agreement on Remote Indigenous Housing in infrastructure development, reflected in higher grants expenditure and for community-wide and lease surveys reflected in supplies and services.

Employee expenses reduced following the transfer of Multicultural Affairs services to the Department of Communities, Child Safety and Disability Services. Inventory expenses in the Retail Stores decreased from reduced freight costs following a shorter wet season and reduced cost for goods purchased for resale.

Financial position

The department was in a positive financial position at the end of the 2014–15 financial year. Total equity was \$38 million, reduced by \$4.1 million from 2013–14. This reduction reflects the transfer of employee housing to the Department of Housing and Public Works on 1 July 2014, offset by an operating surplus and asset revaluation adjustments in the Retail Stores.

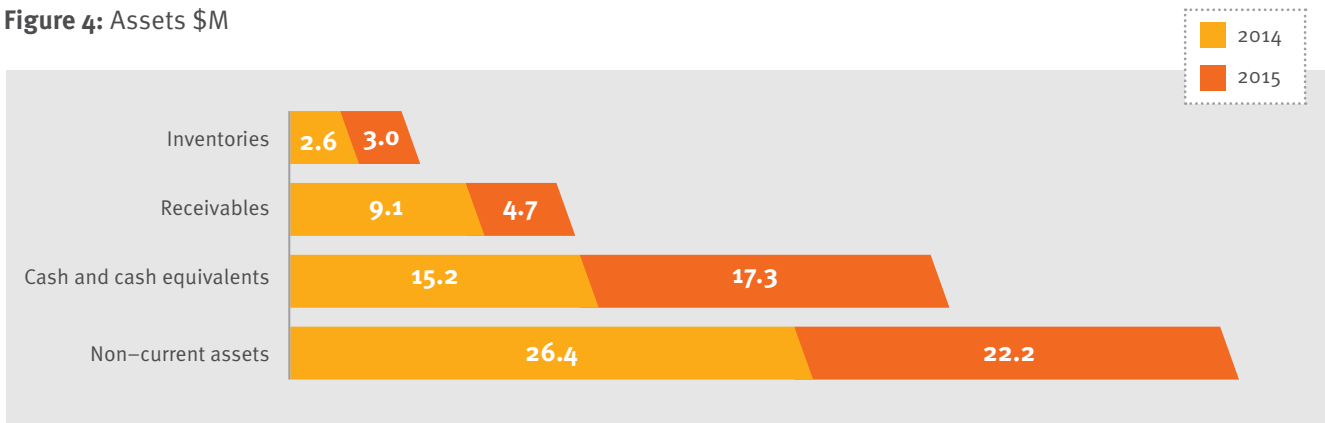
Figure 3: Expenditure comparison





04 The year in review

Figure 4: Assets \$M



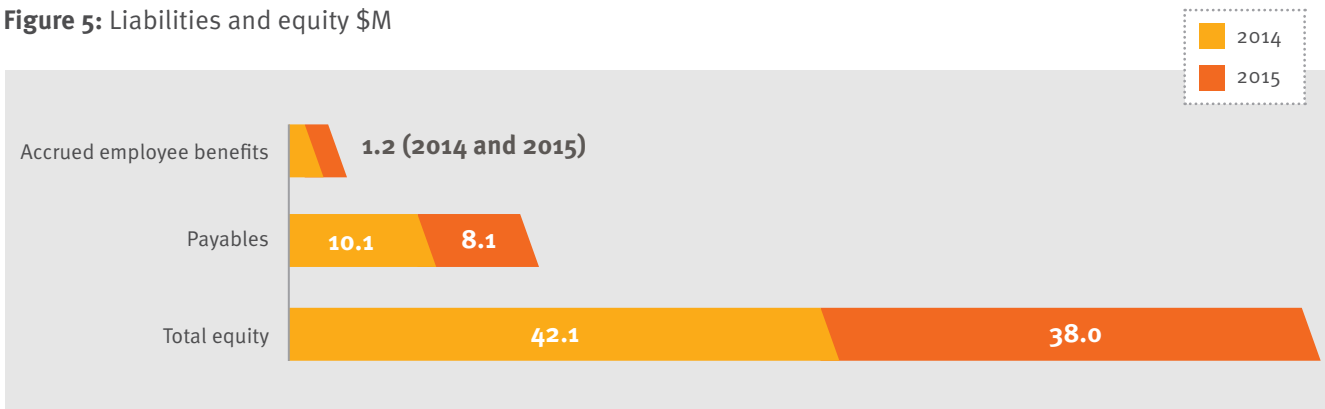
Assets

Total assets held by the department at 30 June 2015 were \$47.3 million (Figure 4).

The cash balances are required to fund payables outstanding at 30 June 2015 and include the funding received in advance for Remote Indigenous Land and Infrastructure Program projects to be undertaken in 2015–16, and retained surpluses.

Property, plant and equipment held by the department include the Retail Stores and associated equipment, and employee housing and other land and buildings located in remote areas or discrete communities across the state. It also included office fit-outs and office equipment. The department has one software asset being the Cultural Heritage database which maintains a register of cultural heritage sites and artefacts and enables searches of this by the general public.

Figure 5: Liabilities and equity \$M



Liabilities and equity

At 30 June 2015, the department had liabilities of \$9.3 million. This balance included expenditure accrued but not yet paid in relation to the Remote Indigenous Land and Infrastructure Program and other grants and accrued employee benefits (Figure 5).

Administered items

The department administered the payment of \$3.9 million to the Family Responsibilities Commission in support of its Welfare Reform activities in the 12 months to 30 June 2015. This amount included \$1.8 million funded by the Australian Government.

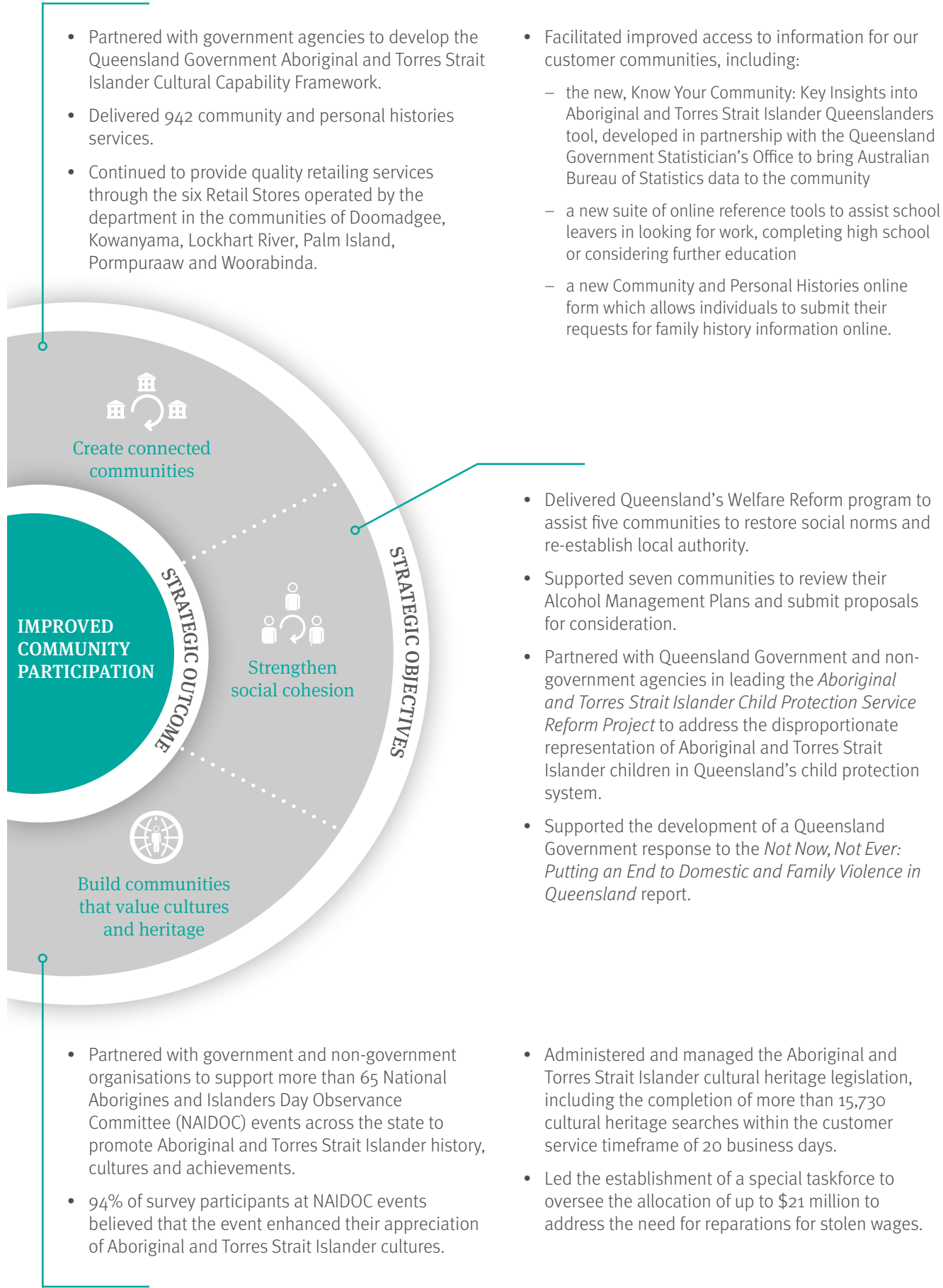
In addition, the department administered the payment of \$8.1 million to the Western Cape Communities Trust under the Western Cape Communities Co-Existence Agreement.

The department also holds administered cash assets of \$537,000 for the Aboriginal Welfare Fund.

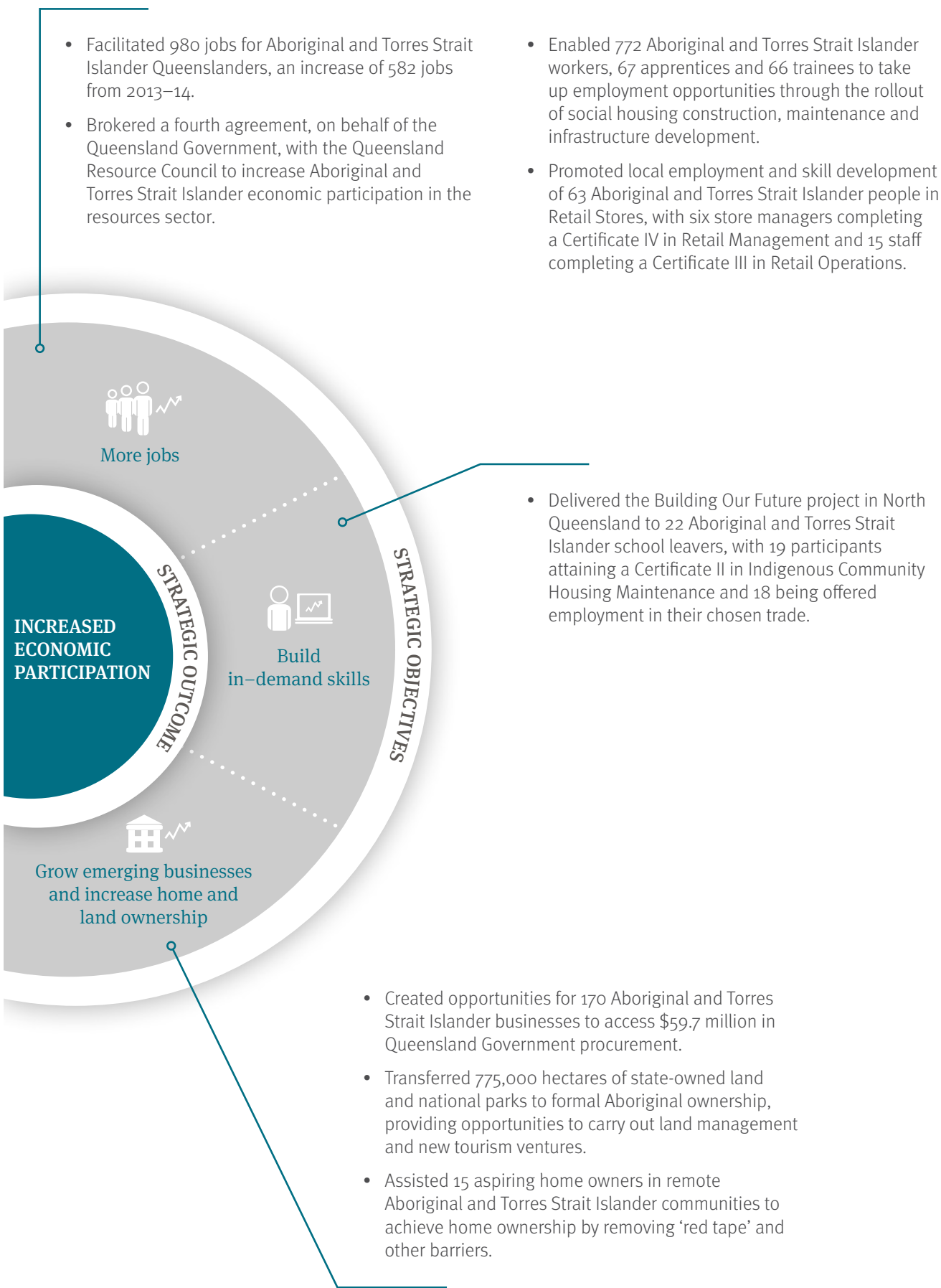
The year in review provides a glance at what the department has delivered and achieved for Aboriginal and Torres Strait Islander Queenslanders for the year 2014–15.

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What we achieved in 2014–15



What we achieved in 2014–15 continued...



What we achieved in 2014–15 continued...



Note: Reporting relating to multicultural affairs services, including relevant Service Delivery Statement and strategic plan performance information, can be found in the DCCSDS annual report 2014–15.

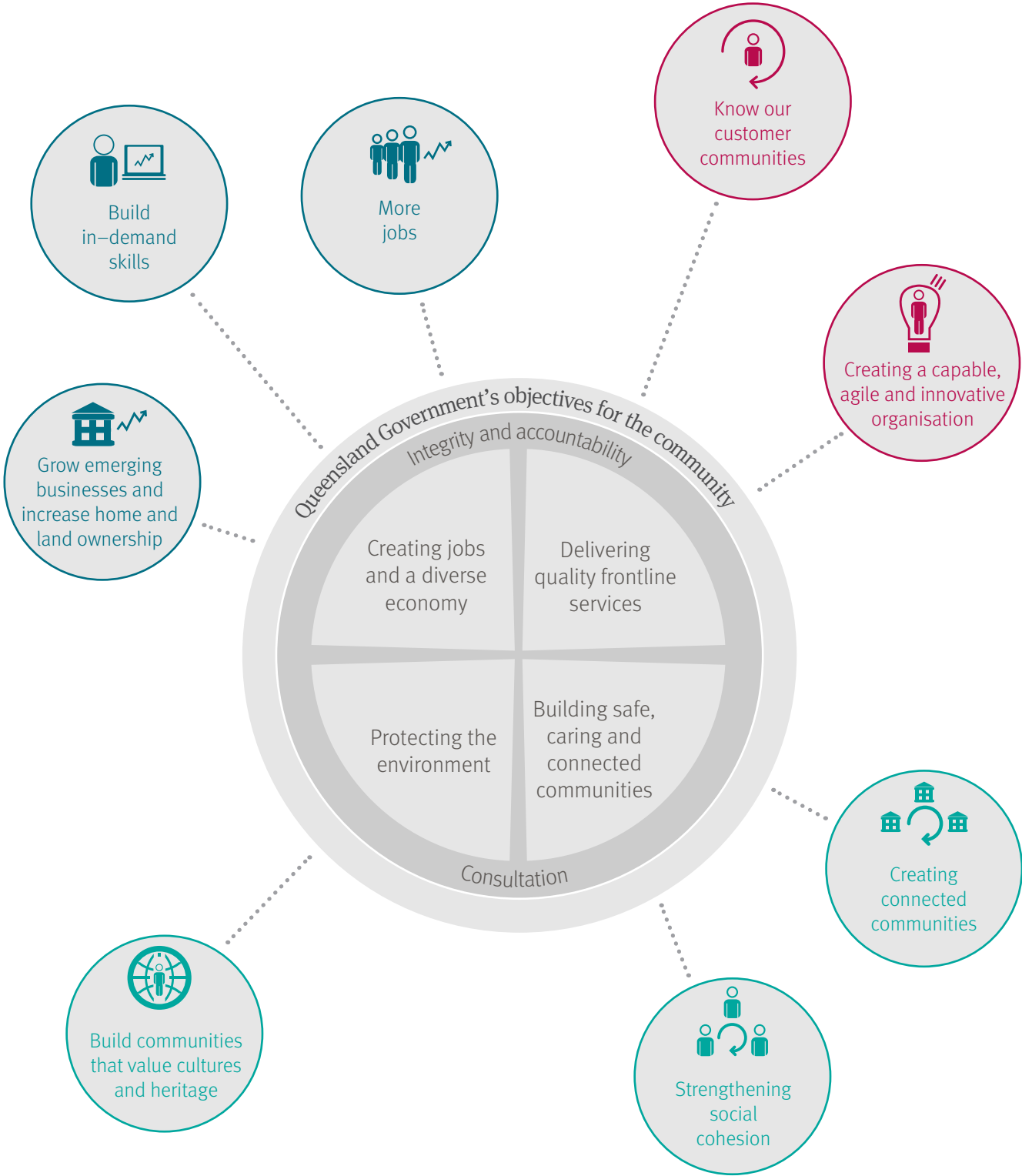
05 Community participation outcomes for Aboriginal people and Torres Strait Islander people

Outcome: Improved community participation

The department is committed to improving the community participation of Aboriginal people and Torres Strait Islander people by delivering policies, programs and services that result in greater social cohesion, and connected and more inclusive communities that value Queensland's cultural heritage.

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Our **strategic objectives** contributed to achieving the Queensland Government’s objectives for the community*



* The Queensland Government’s objectives for the community will be referred to as ‘Government’s objectives’ throughout this document.



Creating connected communities

Government’s objectives: Building safe, caring and connected communities. Delivering quality frontline services.

Our objective: Create communities that are connected by a sense of belonging, trust and common goals.

During 2014–15, the department created connected and more inclusive communities by:

- partnering with all Queensland Government agencies to develop the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework
- delivering community and personal histories services
- providing quality retailing services in six Retail Stores operated by the department
- facilitating improved access to information for our customers.

Aboriginal and Torres Strait Islander Cultural Capability Framework

During 2014–15, the department, in partnership with the Public Service Commission and other Queensland Government agencies, developed the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework (the Framework).

The purpose of the Framework is to improve the quality and level of Queensland Government services to Aboriginal people and Torres Strait Islander people.

The Framework guides the Queensland Public Service workforce, management practice and processes through the five principles:

1. **Valuing culture** – Recognising, respecting and valuing Aboriginal and Torres Strait Islander cultures is fundamental to improving our services.
2. **Leadership and accountability** – All leaders are accountable for demonstrating and promoting cultural capability within the sector.
3. **Building cultural capability to improve economic participation** – Building the sector’s cultural capability to improve services and facilitate sustainable employment outcomes, leading to greater economic prosperity.

4. **Aboriginal and Torres Strait Islander engagement and stronger partnerships** – Sustained, respectful and inclusive engagement is essential to gaining an understanding of Aboriginal people and Torres Strait Islander people.
5. **Culturally responsive systems and services** – Embedding Aboriginal and Torres Strait Islander perspectives into the design, delivery and evaluation of policy, programs and services will lead to better outcomes.

Community and personal histories services

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

Professional researchers and archivists in the department make a major contribution in assisting Aboriginal people and Torres Strait Islander people to reconnect with their families and traditional country.

During 2014–15, the department received 1014 requests for access to records and closed 942 requests.

Performance measure

On-time delivery for community and personal histories services	
Year	2014–15
Target	>95%
Actual	83%
Status	 Working toward target



Quality retailing services

The department provides quality retailing services through six Retail Stores located in the remote communities of Doomadgee, Kowanyama, Lockhart River, Palm Island, Pormpuraaw and Woorabinda.

The Retail Stores operate as a group on a not-for-profit and not-for-loss basis. The Queensland Government does not subsidise the stores for day-to-day operations, such as employee expenses and freight costs. These costs are covered by sales revenue.

In 2014–15, the stores had a turnover of \$28 million with all operating profits re-invested within the Retail Stores group via working capital and retail infrastructure.

During 2014–15, Retail Stores successfully completed a roll-out of \$2.1 million of retail industry standard capital expenditure, which included:

- a significant refrigeration refurbishment of the Kowanyama Retail Store at a cost of \$1.34 million (capital and non-capital)
- the installation of new retail display energy efficient fruit and vegetable cabinets, drink cabinets, and chiller and freezer cabinets at a cost of \$340,000
- whole-of-facility back-up generators at a cost of \$240,000
- new retail shelving and warehouse racking at a cost of \$260,000.

The stores are industry-standard retailing facilities that maximise the use of technology in full compliance with legislation and regulatory standards. During the year, the Retail Stores achieved a significant reduction in energy consumption, following the recent capital investment that resulted in electricity cost reductions in excess of \$100,000 per annum along with a reduction in repairs and maintenance for refrigeration plant.

During the year, a Retail Stores-specific comprehensive Workplace Health and Safety Management System Framework was also developed and implemented to improve the safety of staff working in Retail Stores.

Community access to information

The department improved community access to information through the delivery of services in online format. These included:

- the new, Know Your Community: Key Insights into Aboriginal and Torres Strait Islander Queenslanders tool, developed in partnership with the Queensland Government Statistician’s Office to bring Australian Bureau of Statistics data to the community. The tool enables anyone to build a community profile containing information and data about Queensland’s Aboriginal people and Torres Strait Islander people and the communities in which they live
- a new suite of online reference tools to assist school leavers in looking for work, completing high school or considering further education
- the Community and Personal Histories online form which allows individuals to submit their requests for family history information online
- online access to 46 detailed Aboriginal and Torres Strait Islander community histories. This information proved to be very popular, with between 15 and 20 per cent of all site visits being made to this section of the Queensland Government Aboriginal and Torres Strait Islander website.



Strengthening social cohesion

Government’s objective: Building safe, caring and connected communities.

During 2014–15, the department strengthened social cohesion by:

- delivering Queensland’s Welfare Reform program to assist communities to restore social norms and re-establish local authority
- supporting communities to identify their preferred way to reduce alcohol-related violence
- supporting the development of a Queensland Government response to the report of the Taskforce on Domestic and Family Violence in Queensland
- contributing to the child safety reform agenda to address the disproportionate representation of Aboriginal and Torres Strait Islander children in Queensland’s child protection system.

Our objective: Restore and improve social norms.

As at 30 June 2015, there were 29 Aboriginal and Torres Strait Islander Local Commissioners appointed across the five Welfare Reform communities. Throughout the year, 10 new appointments were made, including eight new appointees in Doomadgee who completed the extensive training and commenced conferencing in November 2014. The remaining two appointments were for the communities of Hope Vale and Mossman Gorge.

During 2014–15, through the Welfare Reform program, the department:

- implemented the Aurukun Restorative Justice Program to increase the community’s capacity for local mediation
- funded the Parenting Program to support individuals to improve their parenting skills.

Welfare Reform

The department has a key role in leading Queensland’s Welfare Reform program to support families and individuals to improve their lives by re-building social norms and re-establishing local authority for Aboriginal people and Torres Strait Islander people living in Welfare Reform communities. The Welfare Reform program continued for the people of Aurukun, Coen, Hope Vale and Mossman Gorge, and in November 2014 the Family Responsibilities Commission (FRC) was expanded to include the residents of Doomadgee.

The FRC is a key mechanism supporting the Welfare Reform program and is an independent statutory body, established under the *Family Responsibilities Commission Act 2008* (the Act). The FRC operates to restore local authority and build stronger and more resilient communities by having the Family Responsibilities Commissioner and Aboriginal and Torres Strait Islander Local Commissioners convene conferences with community members notified to the FRC for breaching a ‘trigger’ under the Act. Triggers include when a child does not attend school or is not enrolled; a person (including a child or young person) is convicted of a criminal offence; a child safety report is made; or a breach of a tenancy arrangement occurs.

Welfare Reform in Aurukun

In Aurukun, progress is being made in a number of areas. These include:

- the rate of substantiated notifications of harm (child protection orders) has halved since 2009–10
- the gap in attendance between Aurukun Cape York Aboriginal Australian Academy (CYAAA) and all Queensland State School students has narrowed by 16.3 percentage points since between Semester 1 2007 and Semester 1 2014
- the number of unique young offenders (10–17 years) in 2013–14 has almost halved in comparison to the average number recorded over the three years prior to the reforms.

Further details regarding the economic participation outcomes achieved through the Welfare Reform program are provided on page 31.



Alcohol Management Plans

During 2014–15, the department continued to work with discrete communities to ensure Aboriginal and Torres Strait Islander communities enjoy the same levels of community and individual safety and wellbeing as the rest of Queensland.

The Alcohol Management Plan (AMP) Review, which commenced in 2012, is a community-led initiative, supported by the department. As at 30 June 2015, seven out of 15 communities had reviewed their Alcohol Management Plan and submitted a proposal for consideration. These proposals included a broad range of responses.

Liquor licences and permits provide a means for communities to responsibly manage the supply of alcohol. Liquor outlets operate on Palm Island, in Kowanyama, Pormpuraaw and the Northern Peninsula Area.

The department worked with communities on community proposals related to alcohol management, the promotion of dry-place declaration zones, and agreement on how to reduce offences against the person and improve overall individual, family and community wellbeing.

As at 30 June 2015, seven out of 15 communities had reviewed their Alcohol Management Plan and submitted a proposal for consideration.

Domestic and family violence report

On 28 February 2015, the Queensland Government’s Special Taskforce on Domestic and Family Violence provided their report to the Premier entitled, *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland*.

The report noted Aboriginal people and Torres Strait Islander people in Queensland experience disproportionately high levels of violence, including domestic and family violence. It also references reports that violence and abuse is so prevalent in some communities it has become normalised to the extent that people who live there regard it as inevitable.

The report recorded that Aboriginal and Torres Strait Islander women were almost 35 times more likely than members of the general female population to be hospitalised for spouse or domestic partner assaults. It also emphasised that the impacts of this violence and abuse in Aboriginal and Torres Strait Islander communities cannot be underestimated and contributes to negative effects on psychological and physical health, homelessness, poverty, children’s wellbeing and education.

The department is committed to addressing domestic and family violence in Aboriginal and Torres Strait Islander communities and is working with relevant agencies to develop a Queensland Government response to the *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report.

Child Safety reforms

The Queensland Government is committed to addressing the disproportionate representation of Aboriginal and Torres Strait Islander children in Queensland’s child protection system.

The Queensland Child Protection Commission of Inquiry (the Commission) concluded that the child protection system was not ensuring the safety, wellbeing and best interests of children and that it must chart a new direction.

The Commission’s report *Taking Responsibility: A Roadmap for Queensland Child Protection*, released in July 2013, put forward 121 recommendations, including a number to address the disproportionate representation of Aboriginal and Torres Strait Islander children in Queensland’s child protection system.

The department is working with Queensland Government agencies, including the Department of the Premier and Cabinet and the Department of Communities, Child Safety and Disability Services, to implement Queensland’s child protection reforms including:

- participating on the Child Protection Reform Leaders’ Group which is driving reform in this area across government
- leading the Aboriginal and Torres Strait Islander Child Protection Service Reform Project to address the disproportionate representation of Aboriginal and Torres Strait Islander children and families in Queensland’s child protection system.

The Aboriginal and Torres Strait Islander Child Protection Service Reform Project aims to:

- improve access for Aboriginal and Torres Strait Islander families to a range of culturally appropriate programs and services, with an emphasis on the right service at the right time
- reduce the number of Aboriginal and Torres Strait Islander children and families in Queensland’s child protection system, especially in out-of-home care.

While the Aboriginal and Torres Strait Islander Child Protection Service Reform Project has a focus on discrete Aboriginal and Torres Strait Islander communities, it also aims to support the whole child protection system in meeting the needs of Aboriginal and Torres Strait Islander children and families across the state.

As part of Queensland child protection reforms, the department worked with key partner agencies such as the Queensland Police Service and the Public Safety Business Agency on a number of specific discrete community reforms. These included reviewing current arrangements for the enforcement of domestic violence orders in discrete communities; promotion of dry place declarations; and ensuring the emphasis of the Alcohol Management Plan process continued to be on the safety and wellbeing of women and children in communities.

As part of the child protection reforms, the department worked with key partner agencies such as the Queensland Police Service and the Public Safety Business Agency on a number of specific discrete community reforms.





Build communities that value culture and heritage

Government’s objective: Building safe, caring and connected communities.

Our objective: Build inclusive communities that value other culture and Queensland’s cultural heritage.

During 2014–15, the department continued to build communities that value cultural heritage by:

- assisting community organisations in delivering events that enhance Queenslanders’ appreciation of cultural diversity and its benefits
- administering and managing cultural heritage legislation
- leading the establishment of a special taskforce to oversee the allocation of stolen wage funds.

NAIDOC Events

Performance measure

Percentage of people participating in National Aborigines and Islanders Day Observance Committee (NAIDOC) events who believe that the event enhanced their appreciation of Aboriginal and Torres Strait Islander cultures*

Year	2014–15
Target	New measure baseline to be set
Actual	94%
Status	N/A

*Further details regarding this Service Delivery Statement performance measure is provided at Appendix 2 on page 94.

During 2014, the department partnered with government and non-government organisations to support more than 65 NAIDOC events across the state. These events promoted and celebrated Aboriginal and Torres Strait Islander history, cultures and achievements. One of the Brisbane events supported, Musgrave Park Family Fun Day, attracted more than 20,000 visitors alone.

Aboriginal and Torres Strait Islander cultural heritage

Performance measure

On-time delivery of cultural heritage searches	
Year	2014–15
Target	>95%
Actual	100%
Status	Exceeded target

The *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* require land users to take all reasonable and practicable measures to ensure their activity does not harm cultural heritage. The legislation establishes practical and flexible processes for dealing with cultural heritage in a timely manner.

The Cultural Heritage Unit assists land users and Traditional Owners to manage their cultural heritage responsibilities. During 2014–15, as the administrator of the Aboriginal and Torres Strait Islander cultural heritage legislation, the department:

- completed more than 15,730 cultural heritage search requests within the client service timeframe of 20 business days
- processed eight new cultural heritage management plans for major projects requiring an environmental impact statement
- registered four cultural heritage bodies bringing the total area of registered cultural heritage bodies covering the state to approximately 25 per cent

- carried out 302 mapping updates to Aboriginal Party areas and 105 updates to the Indigenous Land Use Agreement areas
- entered 1431 additional sites onto the cultural heritage database.

Improving Cultural Heritage Services

Throughout 2014–15, the Cultural Heritage Unit has been developing a new operating platform for managing Aboriginal and Torres Strait Islander cultural heritage information.

The new system will provide user-friendly and timely access to cultural heritage information maintained in accordance with the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.

In addition to allowing more efficient administration of the cultural heritage legislation, the new system will provide Aboriginal and Torres Strait Islander parties with direct access to cultural heritage information within a Geographic Information System (GIS) environment. This has the potential for increased business development opportunities through ventures such as heritage management activities, tourism activities and education services.

It will also provide land users with an efficient mechanism for searching the cultural heritage database and register to assist in complying with the cultural heritage duty of care.

It is envisaged the new operating platform will provide a proven and robust system for managing cultural heritage information, and will ensure compliance with information management requirements of the legislation.

The new system will greatly enhance the ability of the Cultural Heritage Unit to align with the department’s Strategic Plan and will be operational in July 2015.

Reparations

From the late 19th century and for the greater part of the 20th century, the Queensland Government exercised control over all aspects of the lives of Aboriginal people and Torres Strait Islander people who were subject to the ‘Protection Acts’, including control over their wages and savings.

Since 1999, the Queensland Government has undertaken a number of compensation and reparation processes for Aboriginal people and Torres Strait Islander people who suffered direct disadvantage as a result of these racially discriminatory government practices, such as stolen wages.

The Queensland Government is responding to the concerns of Aboriginal people and Torres Strait Islander people who feel that the approach to date has not adequately addressed these wages and savings issues. Following a commitment made during the 2015 State General Election, the Queensland Government committed to establishing a fund of up to \$21 million to assist Aboriginal and Torres Strait Islander Queenslanders affected by the previous government controls.

In 2015–16, the department will lead the establishment of a special taskforce to develop the criteria for the allocation of funds and to advise on an assessment process. The department commenced working with the Queensland Council of Unions in March 2015 to collect nominations for the taskforce from across the state, including nominations from regional Stolen Wages Working Groups held in Townsville, Rockhampton, Mackay, Brisbane and Cairns.

Taskforce members will consult affected communities and make recommendations to the Queensland Government on eligibility criteria and the process for assessing applications.





o6 Economic participation outcomes for Aboriginal people and Torres Strait Islander people

Future directions

In 2015–16, the department will continue to improve the community participation of Aboriginal people and Torres Strait Islander people in Queensland’s social and cultural life by:

- ▶ leading and supporting initiatives in response to the recommendations from the *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report released in February 2015
- ▶ supporting communities to identify their preferred way to reduce alcohol-related violence
- ▶ supporting communities in restoring social norms, re-establishing local authority and maximising local decision-making through the delivery of programs including Welfare Reform
- ▶ adopting a new focus that engages community leaders and Queensland Government agencies on positive, proactive and collaborative efforts to reverse an increase in harm rates
- ▶ leading the implementation of the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework
- ▶ providing advice and support for the implementation of the National Disability Insurance Scheme
- ▶ leading the Aboriginal and Torres Strait Islander Child Protection Service Reform Project to improve access for Aboriginal and Torres Strait Islander families to a range of culturally appropriate programs and services to reduce the number of Aboriginal and Torres Strait Islander children and families in Queensland’s child protection system
- ▶ addressing the long-standing historical issue of the need for reparation for historical government controls over the wages and savings of Aboriginal and Torres Strait Islander Queenslanders, including establishing a special taskforce to develop the criteria for the allocation of funds and to assess applications.

Outcome: Increased economic participation

The department is committed to increasing the economic participation of Aboriginal and Torres Strait Islander Queenslanders. Our research, analysis and evaluation builds an evidence and knowledge base that supports effective action by the department, and advice to our partners, towards achieving this goal.

More jobs	27
Grow emerging businesses and increase home and land ownership	32
Build in-demand skills	35



More jobs

Government’s objective: Creating jobs and a diverse economy.

Our objective: Our customers enter and actively participate in the workforce.

During 2014–15, policies and programs that were delivered resulted in customers acquiring in-demand skills, entering and actively participating in the workforce, having more opportunities to innovate and embrace new business ideas, and to acquire land and home ownership.

During 2014–15, the department created more jobs for Aboriginal and Torres Strait Islander Queenslanders by:

- brokering employment opportunities in a range of diverse industries across the state
- working with all levels of government and industry partners to create employment opportunities through social housing construction, maintenance projects and infrastructure development.

- social housing and infrastructure projects
- Queensland Government procurement from Aboriginal and Torres Strait Islander enterprises.

The increase in the number of jobs facilitated during 2014–15 reflects the one-off opportunities realised during the period in key sectors including mining, health, community care and hospitality. A large proportion of the additional placements came from a small number of employers who had one-off recruitment drives that were leveraged by the department.

Industry agreements brokered

Under the Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan 2104, the department is committed to partnering with Queensland companies and businesses to increase the employment prospects of Aboriginal and Torres Strait Islander Queenslanders.

During 2014–15, the department implemented agreements with peak bodies in the resource, construction, agriculture and tourism sectors. Partnerships with major companies in the resource and civil construction sectors have resulted in excellent employment outcomes for Aboriginal and Torres Strait Islander jobseekers.

During the year, the department brokered, on behalf of the Queensland Government, its fourth agreement with the Queensland Resource Council to increase Indigenous economic participation in the resources sector. The Memorandum of Understanding resulted in the completion of the Queensland Resource Sector Indigenous Participation survey, best practice forums in relation to employment and training of Indigenous workers, procurement from Indigenous businesses and events to link Indigenous businesses with resource companies in Brisbane and Mount Isa.

Job opportunities facilitated

Performance measure

Number of job opportunities facilitated by DATSIP*		
Year	2013–14	2014–15
Target	300	398
Actual	330	980
Status	Exceeded target	Exceeded target

*Further details regarding this Service Delivery Statement performance measure is provided at Appendix 2 on page 94.

During 2014–15, the department facilitated 980 jobs for Aboriginal and Torres Strait Islander jobseekers across Queensland, which is an increase of 582 jobs from 2013–14. This included jobs arising from:

- industry agreements
- regional employment projects

Figure 6: Jobs by industry as at 30 June 2015

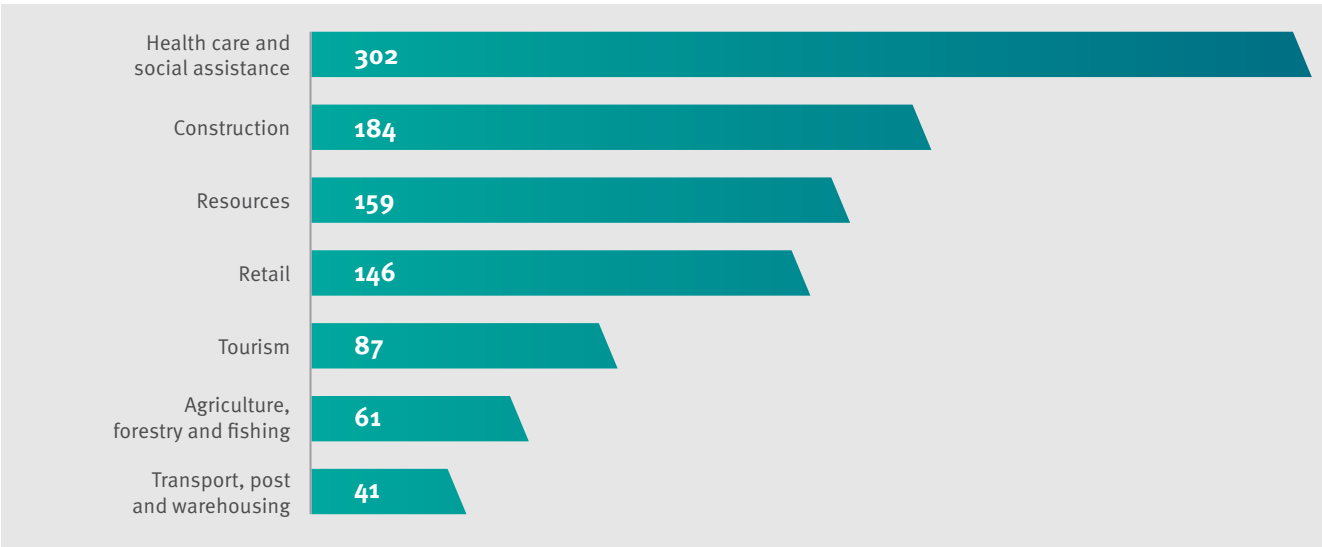


Figure 6 represents a summary of the industry sectors in which job opportunities were secured as a result of the department’s involvement for 2014–15.

Regional employment projects delivered

In 2014–15, the department’s regional offices worked with and supported potential employees, and partnered with local business employers, employment agencies and other departments to address barriers, identify opportunities and provide direct links to paid employment for Aboriginal and Torres Strait Islander jobseekers.

Examples of the work undertaken in each region during 2014–15 included:

Torres Strait

- The Driving to Work Project in Northern Peninsula Area communities secured 15 employment opportunities in construction, ranger programs, and garden, forestry and postal services. The project was developed in partnership with My Pathway, One Way Solution, Bamaga Peoples Indigenous Corporation and the Northern Peninsula Area Regional Council. The project was the result of the Integrated Service Delivery Regional Plan which identified the need for jobseekers to obtain a driver licence to secure employment.

Far North Queensland

- Fifty-four Aboriginal and Torres Strait Islander Queenslanders were placed into employment across the industries of agriculture, construction, retail, tourism, health and community services, education and hospitality.
- Partnerships were developed with schools, industry, non-government agencies and peak bodies including the Cairns Chamber of Commerce, Far North Queensland and Torres Strait Regional Development Australia, Advance Cairns and Queensland Tourism Industry Council to increase employment and business opportunities for Aboriginal people and Torres Strait Islander people and to maximise their economic participation.
- Early in 2015, in partnership with the Department of State Development, our Far North Queensland Regional Office delivered a business procurement workshop to 28 Aboriginal and Torres Strait Islander enterprises to increase their capacity to apply and bid for Queensland Government contracts.



North Queensland

- The Building Our Future project was a partnership between the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP), Gtec Training and Development, Abis Community Co-operative Society and local employers. The 12-week project assisted young Aboriginal and Torres Strait Islander jobseekers with mentoring and support including coaching on finance management, healthy eating, work ethics and workability skills. Project participants also obtained practical industry skills in landscaping, surface preparation, healthy food preparation, workplace health and safety, team building, infection control, cabinet making, plasterboard installation, concreting, painting and decorating, tiling and paving.
- The project far exceeded expectations of all stakeholders, with 22 young Aboriginal and Torres Strait Islander Queenslanders (17–25 years of age) completing the project, and 18 participants securing employment. On completion of the project, 19 participants had attained a Certificate II in Indigenous Community Housing Maintenance. All jobs obtained were in the construction industry (i.e. painting and decorating, plumbing, civil construction, building and construction, landscaping, concreting, brick and block laying and asset maintenance).

Central Queensland

- DATSIP led Queensland Government agency involvement in the development and implementation of the Woorabinda Biodiversity Offset Project in partnership with the Woorabinda Aboriginal Shire Council, the Woorabinda Pastoral Company, Earthtrade and CBRE Agribusiness. The project will continue for approximately 20 years on a contractual basis, employing local land management rangers.
- Eighteen Aboriginal people and Torres Strait Islander people undertook a Certificate II qualification in Health Support Services in Hervey Bay. All 18 participants, ranging from 18–40 years of age, successfully completed the course. Seven participants enrolled in further study and 10 have secured employment in the health and social services sector.
- Collaborative partnerships were developed with Blue Care, Kal’ang Respite Care Services, St Stephen’s Hospital and Torbay Retirement Village to ensure the success of the project.

- A partnership with Kingfisher Resort on Fraser Island has enabled three school-based trainees to commence traineeships in the hospitality sector. Two of the trainees were in Year 12 and the other in Year 11.
- Two students commenced a Certificate III in Hospitality and the other student is undertaking a Certificate III in Commercial Cookery. All three students have undertaken additional paid work during the school holidays.

South East Queensland (North)

- In partnership with the Institute for Urban Indigenous Health, Department of Education and Training, Sarina Russo Institute and Boystown, the department delivered a Dual Certificate III in Aged Care and Home and Community Care. Twenty-four participants, from 18 years to mature age, were placed in employment in the health care and social assistance sector in Moreton Bay, the Sunshine Coast and Gympie. Two participants have since enrolled in undergraduate courses in midwifery.
- The department also, in partnership with Inala Wangarra and the Department of Education and Training, delivered a Certificate II in Security Operations and a Certificate III in Hospitality resulting in eight participants, ranging in age from 18 years to mature age placed in security and hospitality roles in Brisbane.

South East Queensland (South)

- Fifty-one Aboriginal and Torres Strait Islander Queenslanders were provided employment opportunities in hospitality, community services, construction, business, education, transport, post and warehousing, automotive, animal services, horticulture and information technology sectors. Sixty-nine per cent of those placed in employment remained employed after the post-placement support period of 90 days.
- Partnerships with Police-Citizen Youth Club (PCYC), Chefstarz, Boomerang Civil Construction, Meat the Mob and Village Road Show resulted in 52 Aboriginal and Torres Strait Islander Queenslanders completing accredited training. Additionally, the partnership with PCYC resulted in nine Aboriginal people and Torres Strait Islander people receiving their driver licence, which will make them more competitive for employment.

South West Queensland

- Fifty-eight Aboriginal and Torres Strait Islander Queenslanders secured employment opportunities in the agriculture, forestry and fishing, construction, healthcare and social assistance, retail, tourism, and transport, post and warehousing sectors. Nine had completed Year 12 schooling in the previous 12 months. Ninety-one per cent of those placed in employment remained employed after the post placement support period.
- A partnership with Hutchinson Builders Tradestart Program provided an opportunity for 12 Aboriginal and Torres Strait Islander Queenslanders to complete a Certificate I in Construction, which will improve their eligibility for construction apprenticeships and employment opportunities.

Employment opportunities in social housing and infrastructure projects

The Remote Indigenous Land and Infrastructure Program Office (the Program Office) works in partnership with remote Aboriginal and Torres Strait Islander communities to grow employment and training opportunities in construction and maintenance and development.

Work opportunities in social housing construction and maintenance and in local infrastructure development projects underpins economic growth and greater independence within remote Aboriginal and Torres Strait Islander communities.

Skills Profiles are developed and maintained for each community to connect local Aboriginal and Torres Strait Islander workers, with relevant skills and experience, to employment opportunities in building and construction undertaken by contractors within the communities.

Community Capacity Statements for each discrete Aboriginal and Torres Strait Islander community, designed to promote and provide up-to-date information on locally-available goods, services and workforce data from local Aboriginal and Torres Strait Islander businesses, are maintained by the Program Office.

The Program Office team also works closely with Aboriginal and Torres Strait Islander local governments to promote and support the development of community workforce capability. The goal is for local people to increasingly undertake local jobs in both construction and maintenance of community facilities and in community housing and infrastructure projects.

In 2014–15:

- 772 jobs were undertaken by Aboriginal and Torres Strait Islander workers in government construction projects
- 67 apprentices and 66 trainees participated in these projects, assisting Aboriginal people and Torres Strait Islander people to gain in-demand skills, workplace experience and improved self-confidence through economic participation.

Benefits for Palm Island grow from new subdivision

Subdivision work on Palm Island undertaken during 2014–15, has given residents employment and training opportunities while delivering positive outcomes for the local economy and essential social housing lots.

The 59 lot subdivision resulted in 25 locally-based workers being employed in a range of roles, including plant operators, general labourers, security guards, foremen and concreters. These workers were provided with the opportunity to engage with contractors, Hutchinson and Mendi, and benefited directly from the skills and knowledge transfer associated with this type of project and the expertise involved.

This subdivision will deliver much-needed social housing for the local community. In 2014–15, 20 dwellings were completed, with a number of these awarded to the local council to construct as well as providing increased and ongoing employment for locals during their construction.

This is a great example of the department working to create sustainable, long-lasting careers for Aboriginal and Torres Strait Islander jobseekers, while also better-positioning their community for the future.



Employment in Retail Stores

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

Performance measure		
Percentage of Aboriginal and Torres Strait Islander employees in Retail Stores		
Year	2013–14	2014–15
Target	85%	85%
Actual	86%	86%
Status	 Exceeded target	 Exceeded target

At 30 June 2015, the Retail Stores employed 63 Aboriginal people and Torres Strait Islander people, primarily in shop assistant roles, mostly on a casual or part-time basis. Overall, 86 per cent of Retail Store employees identified as Aboriginal and Torres Strait Islander, which is the same percentage as at 30 June 2014.

To build skills and improve career pathways, the department has invested in and facilitated staff development ensuring the Retail Stores’ managers and employees have access to professional industry-standard training to meet business need and industry standards.

A large percentage of Retail Stores staff have undertaken and continue to participate in nationally accredited training in retail via Certificate III and IV level training, as delivered by the National Retail Association. During 2014–15, this included:

- six store managers completing a Certificate IV in Retail Management
- 15 staff completing a Certificate III in Retail Operations.

Ongoing staff training is important in meeting business requirements due to staff turnover and includes specific training in food safety, forklift operations, first aid and workplace health and safety.


Welfare Reform

In addition to improving the community participation outcomes for Aboriginal people and Torres Strait Islander people, the Welfare Reform program aims to improve economic opportunities and increase home ownership in Welfare Reform communities.

Key activities supported through the Welfare Reform program during 2014–15 included:

- employing 23 Aboriginal people and Torres Strait Islander people in the administration and mining and civil construction sectors
- completing the upgrade of the Cape York Timber Mill which employs five local Aboriginal people on a full-time basis
- supporting the Hope Vale Banana Farm where 36 Aboriginal people and Torres Strait Islander people were employed throughout the year
- upgrading the Coen Cultural Centre, a community-led initiative to enhance the cultural experience of tourists travelling through the region, and to grow local employment
- commencing the \$300,000 refurbishment of the Mossman Gorge Art Workshop, which produces the majority of the gift shop products at the highly successful Gateway Visitors Centre. The refurbishment is expected to be completed in the 2015–16 financial year
- developing the Retail Precinct in Hope Vale to support new local business initiatives, including a bait and tackle shop and a post office
- providing certified training placements for five local people in Aurukun in constructing a new transitional house, which will provide temporary accommodation for residents whose homes are undergoing significant refurbishment under the National Partnership Agreement on Remote Indigenous Housing.

Further details regarding the community participation outcomes achieved through the Welfare Reform program are provided on page 20.



Grow emerging businesses and increase home and land ownership

Government’s objectives: Creating jobs and a diverse economy. Building safe, caring and connected communities.

Our objective: Our customers have more opportunities to innovate and embrace new business ideas, to own land and to own their homes.

During 2014–15, the department grew emerging business and increased home and land ownership by:

- creating the environment and the opportunities for Aboriginal and Torres Strait Islander businesses to access procurement opportunities in the public sector
- progressing the transfer of identified state-owned land and national parks to formal Aboriginal ownership
- assisting aspiring home owners in remote Aboriginal and Torres Strait Islander communities to move towards home ownership in their own right, creating greater wealth and economic opportunity.

During 2014–15, 170 Aboriginal and Torres Strait Islander businesses were engaged by the Queensland Government to provide goods and services to the value of \$59.7 million.

During the year, the department provided a matching service between QTender government opportunities and Aboriginal and Torres Strait Islander businesses, and delivered a series of workshops that provided Aboriginal and Torres Strait Islander businesses with practical advice on how to tender for government business and develop capability statements.


Nearly a third of Queensland Government spend with Aboriginal and Torres Islander businesses was through the Department of Health followed by the Department of Housing and Public Works and the Department of Transport and Main Roads. The largest spend area was with the health and welfare sector followed by infrastructure, information and communication technology, and security sectors.

Procurement from Aboriginal and Torres Strait Islander enterprises

The declaration of Queensland Government construction projects as Indigenous projects under the Queensland Government Building and Construction Training Policy, resulted in a number of Aboriginal and Torres Strait Islander enterprises gaining subcontracting contracts.

Performance measure

Value of Queensland Government procurement from Aboriginal and Torres Strait Islander businesses

Year	2014–15
Target	\$40 million
Actual	\$59.7 million
Status	 Exceeded target

Procurement workshops for Aboriginal and Torres Strait Islander businesses

The delivery of the department’s workshop program, in partnership with the Department of State Development, has been well received by the Aboriginal and Torres Strait Islander business community. Participants have given very positive feedback about the workshops with indications from businesses of their intention to bid for future government contracts as a result.

A number of businesses have or are intending to bid for government contracts as a direct result of the QTender matching service, with one company winning a contract of considerable value and two others still in the bidding stage.



Cape York Peninsula Tenure Resolution Program

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

Some significant conservation areas have been dedicated as jointly-managed national parks where opportunities to increase tourism-related business opportunities are being promoted.

Performance measure		
State-owned land transferred to Traditional Owners*		
Year	2013–14	2014–15
Target	392,590 ha	700,000 ha
Actual	355,000 ha	775,000 ha
Status	<div><div></div>Working toward target</div>	<div><div></div>Exceeded target</div>

*Further details regarding this Service Delivery Statement performance measure is provided at Appendix 2 on page 95.

During 2014–15, 775,000 hectares of state-owned land was transferred to Aboriginal people on Cape York Peninsula, which represents an increase of 420,000 hectares from 2013–14. This included:

- transfer of 365,000 hectares of Aboriginal freehold land to the Olkola people, providing opportunities for cattle grazing
- creation of the 260,000 hectare Olkola National Park (CYPAL) which is now managed jointly by the Olkola people and the Queensland Parks and Wildlife Service
- creation of two regional parks and one nature refuge
- the Olkola people using the land to develop business enterprises, including carbon farming and tourism.

Home ownership in Aboriginal and Torres Strait Islander communities

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

During 2014–15, the department worked in partnership with the Department of Housing and Public Works, the Department of Natural Resources and Mines, Trustees, local councils and Indigenous Business Australia to achieve home ownership for 15 individual families.

Performance measure	
Number of houses made available through DATSIP involvement*	
Year	2014–15
Target	20
Actual	15
Status	<div><div></div>Working toward target</div>

*Further details regarding this Service Delivery Statement performance measure is provided at Appendix 2 on page 95.

The dwellings that provided these home ownership outcomes were located in Yarrabah (one) and Hope Vale (14); and were delivered through 99 year leasing (one), construction on freehold (10) and resolution of Block Holder leases (four).

The ability of home owners to hand a house on to the next generation is a strong driver for home ownership in remote Aboriginal and Torres Strait Islander communities.

In addition to this, the department processed and evaluated 60 Home Ownership Expression of Interest assessments across 13 discrete communities.

The rollout of the Community Survey Program, Indigenous Land Use Agreements (ILUAs), the Planning Scheme Program and the Tenure Resolution Program by the Remote Indigenous Land and Infrastructure Program Office has set up 1868 lots for future home owners. These programs ensure that Native Title, development approval and survey issues have been addressed in order to lower the entry cost of home ownership.

ILUAs are needed to obtain Native Title consent for social housing and home ownership in areas where Native Title has not been extinguished. During the year, social housing ILUAs were finalised for Badu, Warraber, Mer, Mabuig, Masig, Poruma, St Pauls, and Ugar Islands in the Torres Strait. Other ILUAs were commenced in Mapoon, Pormpuraaw, Lockhart River and the Torres Strait.

Other processes under the *Native Title Act 1993* (Cth) have also been used to enable the construction of new social housing to combat overcrowding in remote communities.

Implementation of the Community Survey Program resulted in:

- scope of works completed and contractors engaged for all 34 communities
- fieldwork commenced in 31 out of 34 communities as scheduled, with fieldwork due to commence in the remaining three communities by 30 August 2015
- draft plans received for 26 communities
- 20 ancillary plans were registered to resolve government reserve and Land Holding Act lease application boundary encroachment issues. A further 25 plans have been completed and lodged with the Department of Natural Resources and Mines for registration.

Implementation of the Community Survey Program resulted in scope of works completed and contractors engaged for all 34 communities.





Build in-demand skills

Government’s objectives: Creating jobs and a diverse economy. Delivering quality front-line services.

Our objective: Our customers possess in-demand skills.

The department supports Aboriginal people and Torres Strait Islander people to build and improve their workplace and business skills. The department works closely with its key partners in the Queensland Government and Australian Government to ensure that education, employment and training programs are inclusive of Aboriginal and Torres Strait Islander Queenslanders.

Building skills and opening pathways

In 2014–15, the department supported a wide range of initiatives and projects designed to build vocational and workplace skills and to create employment pathways for Aboriginal people and Torres Strait Islander people through the Economic Participation Grants program. These included:

- Building Our Future project in North Queensland which resulted in students being offered support to develop their skills towards employment in the construction industry through hands-on and on-site training, soft skills development and the provision of workability skills through practical experience.
- Aboriginal and Torres Strait Islander Security Guard Training in South East Queensland (North) to enhance the skills, education, business knowledge and practical experiences of participants and in so doing, increase their competitiveness in securing employment as security guards.
- Statim-Yaga Project to assist jobseekers gain employment in the construction industry across South East Queensland.
- Pride in Employment Program in Far North Queensland which provided post-school employment transition support through pre and post-employment activities.
- Our Spirit Place Project in Barcaldine which supports interactive cultural, environmental and educational tourism events.

The performance measure of Aboriginal and Torres Strait Islander students attaining in-demand skills is unable to be reported due to data collection limitations during the reporting period. An alternative measure is being considered to report against the ‘build in-demand skills’ strategic objective in the future.

Aboriginal and Torres Strait Islander school leavers building a bright career

During 2014–15, 22 Aboriginal and Torres Strait Islander school leavers participated in the *Building Our Future* project, providing them with an enviable skill set that will see them employed in a variety of trades. Of the participants, 18 have been offered employment in their chosen trade.

The *Building Our Future* project gave participants the opportunity to work on a housing maintenance project, with 19 completing a Certificate II in Indigenous Community Housing Maintenance. The qualification will see them employed in the building industry, having picked up practical skills and experience in areas such as carpentry, painting, concreting, brick laying, cabinet making, flooring and landscaping.

Participants also had the opportunity to receive on-the-job work experience with an employer in their trade in addition to mentoring and support during the program. This included coaching with finance management, healthy eating, work ethics and workability skills.

This is a great example of the department working with industry and community groups to create real employment outcomes for Aboriginal and Torres Strait Islander young people.

The *Building Our Future* project was a partnership between the department, Gtec Training and Development, Abis Community Co-Operative Society Ltd. and industry.

Future directions

In 2015–16, the department will continue to increase the economic participation of Aboriginal people and Torres Strait Islander people in the Queensland economy by:

- ▷ providing a range of services to assist and support young Aboriginal people and Torres Strait Islander people who are looking for work, completing high school or considering further education through the Youth Employment Program (YEP)
- ▷ building active partnerships with Aboriginal and Torres Strait Islander businesses and communities to improve their capacity to tender for more government business
- ▷ transferring the ownership of state-owned land to Aboriginal people and providing opportunities to carry out land management, tourism and other ventures through the Cape York Peninsula Tenure Resolution Program
- ▷ improving the scheduling of capital works investment in remote Aboriginal and Torres Strait Islander communities to enhance the economic opportunities available for Aboriginal and Torres Strait Islander Queenslanders
- ▷ leading the establishment of a shared services hub to assist Aboriginal and Torres Strait Islander local governments and Registered Native Title Body Corporates to undertake land tenure, land use planning and the associated administration matters.





07

Our people and our corporate governance

The department is committed to creating a capable, agile and innovative workforce to meet current and future business needs. To achieve this, the department has focused its efforts on its people and on creating a culture of innovation and continuous improvement to deliver more flexible, effective and efficient services.

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Our staff diversity
as at 30 June 2015

38.3%
of staff identified as
Aboriginal or Torres Strait
Islander compared with
2.02% for the whole
Queensland Public Service

*Data from the Minimum Obligatory
Human Resources Information, MOHRI,
Quarter 1, 2015*

8.8%
of staff identified as
having a culturally
diverse background

2.5%
of staff identified
as having
a disability

63.1%
of staff were
women



Creating a capable, agile and
innovative organisation

Government’s objective: Integrity,
accountability and consultation.

Our objective: Ensure the department has
an agile, high performing and innovative
workforce.

A focus on integrity, accountability and consultation
underpins all the work undertaken by the department to
achieve the Queensland Government’s objectives for the
community.

Key achievements for 2014–15 included:

- developing an online onboarding induction program
- developing the department’s Aboriginal and Torres
Strait Islander Cultural Capability Action Plan 2015–18
- improving community and personal histories
business processes
- successfully implementing the new payroll system,
Aurion
- developing and implementing the department’s
innovation program.

Our people

During the past year, the department focused its efforts
on building a culture of high performance, innovation
and cultural capability to deliver on its strategic
objectives. This included strengthening the department’s
performance measurement regime, facilitating staff-led
innovation projects and developing the department’s
Aboriginal and Torres Strait Islander Cultural Capability
Action Plan 2015–18.

The department also continued to implement strategies
to develop staff capability, to attract and retain the best
talent, and to improve staff engagement at all levels of the
department.

Leadership

The department’s leadership team works to create
an ethical, transparent and accountable organisation
to ensure the delivery of value for money services to
Aboriginal and Torres Strait Islander Queenslanders.

In 2014–15, the leadership team created a culture
of high performance, cross-team innovation, staff
skill development and a flexible work environment
that enabled the department to meet its business
requirements.

Workforce planning and
performance

The department continued to implement workforce
strategies within the Strategic Workforce Plan: 2014–19
to provide an agile, high performing, professional
and innovative workforce that is able to deliver the
Queensland Government’s agenda and meet the
department’s future business needs.

Our highlights during 2014–15 included:

- recruiting and supporting eight school-based
trainees in the department, with four trainees placed
in regions and four located in the department’s
central office in Brisbane
- developing and launching a department-specific
online onboarding program to help with the
induction of new staff
- providing leadership and management development
training for managers
- establishing the Women in Leadership Program
- ensuring staff had undertaken annual achievement
and capability planning including a six-month review.



Attracting and retaining our staff

The department acknowledges the need to attract and retain a high performing workforce and has established a graduate program targeting Aboriginal and Torres Strait Islander graduates in engineering, business management and social policy.

In 2015–16, the department will engage at least three Aboriginal and/or Torres Strait Islander graduates.

Supporting new staff

The department’s onboarding program provides a consistent and comprehensive approach to inducting new employees. The program welcomes new employees and helps them to become effective and productive staff members by providing information and details on the organisation, as well as their roles and responsibilities. The onboarding program comprises local induction and an online tutorial package to be completed by new staff members with the support of their immediate supervisor.

Supervisors also work with new staff to complete tasks that ensure new staff are across key departmental programs, policies, and whole-of-government policies for the Queensland Public Service.

Staff onboarding program

The department’s online onboarding tutorial was developed as a tool to introduce new staff to DATSIP. An interactive and visual guide, it what DATSIP does and how each employee fits into the overall agency ‘bigger picture’.

Images of staff are provided throughout the tutorial, to allow new and existing employees to feel a sense of familiarity with people across the agency; both senior executive, central office and regional staff.

An additional benefit of the tool is that its use is not limited to new staff, but is a resource guide for existing staff. It outlines conditions of work in the public sector, gives information about the work environment within the agency, our roles, organisational structure and work groups which is presented in an engaging way to help provide a strong knowledge base for all employees.

Developing our staff and future leaders

The department is committed to developing staff capability to meet current and future business needs, and to nurturing future leaders.

In 2014–15, the department developed the Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2015–18 (the Action Plan), which will provide a blueprint on how the department will implement the Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework (the Framework). In the spirit of reconciliation, the Framework aims to improve the quality and level of Queensland Government services to Aboriginal people and Torres Strait Islander people through a culturally capable public sector workforce and culturally responsive management practices and business processes. A key objective of the Action Plan will be to ensure that staff have the knowledge, skills and behaviours to effectively interact with, and respond to, Aboriginal people and Torres Strait Islander people.

During the year, the department’s AO8 cohort (17 staff) participated in a tailored external leadership program, over a six month period. Senior Officers and AO8 leaders (20 staff) also participated in an externally provided leadership assessment program. One staff member was enrolled with the Australia and New Zealand School of Government and two staff completed modules in the Emerging Leaders Program, offered by The Queensland University of Technology. The department sponsored two staff to undertake the Graduate Certificate in Policy Analysis, offered by Griffith University. The department supported a further 14 staff through the Study and Research Assistance Scheme to undertake university study in work-related courses.

Across the department, staff were invited to observe and critique leadership meetings including the DATSIP Board, the Regional Service Delivery Forum and the Retail Stores Board to influence these meetings and gain an understanding of and insight into whole-of-department issues.

Work life balance

During 2014–15, the department provided staff with a range of options to manage their work and personal commitments. These included:

- part-time hours and job sharing
- compressed hours
- flexible hours of work
- encouraging staff to use their annual leave
- using technology to telecommute
- provision of a carer’s room in our city office (Brisbane) for parents returning to work from maternity leave
- Wellbeing Rooms in the Brisbane city office, to provide flexible work environments to all central office staff.

Managing our performance

The department’s performance management is a continuous cycle which sets performance criteria, monitoring and assessment, feedback, achievement planning, and learning and development activities.

Achievement and capability plans are utilised to provide an opportunity for supervisors and their staff to discuss performance expectations, how their role links to the department’s goals and the immediate and future career goals for the employee. All staff are expected to have an achievement and capability plan.

In 2014–15, 90 per cent of departmental staff had an achievement and capability plan that was discussed with, and signed off by, their supervisor. These plans are reviewed every six months.

Recognising and rewarding our staff

The department held its second annual DATSIP Staff Excellence Awards ceremony in March 2015. Staff were recognised for their work across five award categories that aligned with the whole-of-government values of:

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

Departmental and individual achievements were also recognised in regular Director-General updates published on the department’s intranet and emailed to all staff.

Listening to our employees

The department values employees’ views on their experience of working in the agency to strengthen employee engagement and workplace outcomes.

During 2014–15, the department listened and responded to employees through a range of engagement mechanisms, which included the Agency Consultative Committee and the annual Working for Queensland Employee Opinion Survey. There were also five staff collaboration committees: Staff Ideas into Action Network, Policy in Action Group, Evidence in Action Group, Women in Leadership Group and the Director-General’s Forum.

The department also sought to strengthen staff engagement through:

- staff participation at DATSIP Board meetings
- a leadership program for managers and senior officers
- strategies to improve staff health, safety and wellbeing
- the Talk to DG initiative for staff to directly communicate with the Director-General.

These programs provided new ways for staff, across all levels of the department, to engage with one another to challenge established thinking to improve service delivery and customer outcomes.

Workforce profile

The department employs a highly skilled workforce with 79 per cent of staff having Certificate level qualifications or above.

As at 30 June 2015, DATSIP employed 69 per cent permanent staff, 16 per cent casual staff, 13 per cent temporary staff and a further two per cent contract staff. The department’s annual separation rate was 5.7 per cent.

The breakdown of positions by service area is displayed in Table 1 on page 43.



Table 1: Positions by service area as at 30 June 2015

Service area	Number
Community Participation (Community Participation and Community Participation functions in central office [Brisbane])	108.0
Economic Participation (including Remote Indigenous Land and Infrastructure Program Office, Cape York Peninsula Tenure Resolution, seven regions and Economic Participation functions in central office [Brisbane])	136.0
Corporate and Client Services (including Retail Stores, Community and Personal Histories and Corporate Services functions in central office [Brisbane])	91.1
Total	335.1

The department has a highly diverse staff profile. As at 30 June 2015, 38.3 per cent of staff identified as Aboriginal or Torres Strait Islander compared with 2.02 per cent for the whole Queensland Public Service (data from the Minimum Obligatory Human Resources Information, MOHRI, Quarter 1, 2015). A further 8.8 per cent identified as coming from a culturally diverse background and 2.5 per cent identified as having a disability. Women accounted for 63.1 per cent of all staff.

Early retirement, redundancy and retrenchment

During 2014–15, one employee received an early voluntary retirement package at a cost of \$139,140. Employees who did not accept an offer of redundancy were offered case management for a set period of time, where reasonable attempts were made to find alternative employment placements.

Our corporate governance

Corporate planning and performance

The department’s Planning and Performance Framework is its single overarching framework which identifies the elements for driving policy, program and service delivery improvements that create value for our customers and stakeholders. The key elements include planning, measuring performance and internal and external reporting. The framework responds to the *Financial Accountability Act 2009* and the *Public Sector Ethics Act 1994*.

In 2014–15, the department introduced a number of significant business improvements to strengthen its corporate planning, performance measurement and reporting regime. Key achievements included:

- developing the department’s 2014–18 Strategic Plan in an innovative, one-page design format to inspire and easily communicate with staff why their efforts are important
- monthly dashboard reporting to the Director-General on the status of key deliverables and the progress in achieving performance targets
- developing an integrated business planning and risk management kit to guide business areas in their 2015–16 business planning processes.

Public sector ethics

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

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

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

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

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

Risk management

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

Key achievements during 2014–15 included:

- a risk management workshop with senior executives to develop the 2015–16 strategic risk register
- provision of advice and guidance materials to business areas to help them in identifying operational risks and in applying the department’s risk management methodology.

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

Fraud and corruption control

The department developed its own Fraud and Corruption Control Policy and Procedure in 2014–15. Previously, the department’s fraud and corruption control policy was provided by the Department of Communities, Disability Services and Child Safety through a service level agreement.

The department’s approach to fraud and corruption confirms its commitment to an organisational culture where any act of fraud or corruption is not tolerated. This commitment requires that all staff act ethically and professionally in their dealings with other staff, clients and service providers.

The Fraud and Corruption Control Policy and Procedure is published on the department’s intranet site. Staff are encouraged to report any suspected fraudulent or corrupt activities through a range of avenues cited on the department’s intranet site.

External scrutiny

The Auditor-General, supported by the Queensland Audit Office and in accordance with the *Auditor-General Act 2009*, conducted financial and performance audits of the department. In 2014–15, the Auditor-General:

- issued unqualified reports on the 2013–14 General Purpose Financial Statements for the department, the Family Responsibilities Commission and the 2014–15 General Purpose Financial Statements for the Island Industries Board
- assessed the controls existing over the department’s major financial systems.
- scrutinised the effectiveness of internal financial management reporting in greater depth as part of a whole-of-government cross-sector audit
- followed up on the results of previous cross-sector audits on risk management and financial delegations.

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

In June 2015, the Auditor-General released the 2015–18 Strategic Audit Plan. The proposed performance audit program in this plan includes a performance audit of Aboriginal and Torres Strait Islander education and employment outcomes in 2016–17.

Internal audit

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

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



The 2014–18 Strategic Audit Plan and Annual Audit Plan 2014–15, endorsed by the Audit and Risk Committee on 3 July 2014, were developed to focus on the higher risk business units and projects where audit and assurance activities will provide the most value. The Annual Audit Plan 2014–15 identified the top 10 risks for the department which were monitored and treated throughout the year.

In 2014–15, Internal Audit and Compliance Services included:

- undertaking business assurance audits for Retail Stores operations
- data analytics for unplanned leave, payroll analytical audit and accounts payable controls
- operational audits on the department’s Fraud and Corruption Control Plan
- financial and systems assurance audits on the department’s financial statements and new Aurion payroll system
- other audit activities, including the Audit and Risk Committee Secretariat, strategic and annual audit planning, scheduling activities and audit monitoring.

Asset management

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

Procurement planning

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

Service level agreements

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

- A Memorandum of Understanding between the Department of Communities, Child Safety and Disability Services and DATSIP for the provision of a range of Corporate Services. The period of the agreement is 1 July 2014 to 30 June 2015.
- A Service Level Agreement between the Department of Science, Information Technology and Innovation and DATSIP for the provision of transactional human resources and financial services. The period of the agreement is 1 July 2014 to 30 June 2015.
- A Service Level Agreement between the Department of Environment and Heritage Protection and DATSIP for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2014 to 30 June 2015.
- A Service Level Agreement between the Department of National Parks, Sport and Racing and DATSIP for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2014 to 30 June 2015.
- A Service Level Agreement between the Department of Natural Resources and Mines and DATSIP for support to the Cape York Peninsula Tenure Resolution Program. The period of the agreement is 1 July 2014 to 30 June 2015.

These partnerships have been renewed for 2015–16.

Information systems and recordkeeping

The department’s information and communication technology (ICT)-enabled business initiatives are provided by the Department of Communities, Child Safety and Disability Services (DCCSDS) as part of a service level agreement. DATSIP is a member of the Information Management Steering Committee chaired by DCCSDS to ensure it maximises the value of its business investments that have an ICT-enabled component.

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

Governance and decision-making bodies

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

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

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

Figure 7: DATSIP governance committee structure



DATSIP Board

The DATSIP Board is responsible for the overall strategic direction of the department and the strategic management of the department’s performance. It is chaired by the Director-General and has seven members of the leadership team, representing the department’s business areas.

The board met quarterly in 2014–15 and reconvened twice as a Health, Safety and Wellbeing Board.

Executive Leadership Team

The Executive Leadership Team manages critical and operational issues that impact on the department and its function. It comprises senior executives who met weekly during 2014–15.

DATSIP Regional Service Delivery Forum

The DATSIP Regional Service Delivery Forum is chaired by the Director-General and comprises members of the leadership team and regional directors. It oversees emerging business and operational issues that impact on regional service delivery. During 2014–15, the forum met on a quarterly basis.

Audit and Risk Committee

The Audit and Risk Committee provides independent advice and assurance to the Director-General on the department’s risk, control and compliance frameworks, and assists 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*.



During 2014–15, the Audit and Risk Committee met quarterly, with an additional meeting in August 2014 to approve the department’s financial statements.

Health, Safety and Wellbeing Sub-Committee

The Health, Safety and Wellbeing Sub-Committee is a forum of senior officers which oversees and approves health, safety and wellbeing functions within the department. The sub-committee reports to the DATSIP Board.

Information Steering Committee

The Information Steering Committee, convened by the Department of Communities, Child Safety and Disabilities Services (DCCSDS), manages all ICT-enabled business initiatives.

The Executive Director, Corporate and Client Services, DATSIP is a member of this committee who ensures the department obtains maximum value for the ICT services provided by DCCSDS under a fee-for-service agreement.

Agency Consultative Committee

The Agency Consultative Committee (ACC) facilitates meaningful consultation between the department’s leadership team and the unions on matters arising under the *State Government Departments Certified Agreement 2009* as well as matters that otherwise impact or may impact on DATSIP’s employees.

The ACC includes representation from the Together Queensland Union of Employees.

DATSIP Staff Ideas into Action Network

The purpose of the Staff Ideas into Action Network (SIAN) is to provide all staff with the opportunity to work together across different levels and locations to improve the way the department delivers its services and to improve customer outcomes.

In 2014–15, the SIAN facilitated the identification of three innovative projects:

- a mobile app connecting Aboriginal and Torres Strait Islander Year 12 students with DATSIP staff and other resources to support them to earn or learn
- Murri Business Procurement Program that delivered workshops to participants in partnership with the Department of State Development to increase their knowledge of government procurement opportunities

- Coordinated Capital Works initiative that piloted a program to change the way capital and infrastructure works are managed in selected discrete communities to deliver real and sustained jobs for local people.

These projects are currently being implemented in the department.

Retail Stores Board

The Retail Stores Board provides an effective governance structure for managing Retail Stores by overseeing business feasibility, planning, risk and outcomes. The board is responsible for approving significant capital project proposals in excess of \$100,000.

Further details regarding the membership of the DATSIP Board, Retail Stores Board and other departmental committees are provided at Appendices 3 and 4 from page 96.

Statutory authorities

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

- Family Responsibilities Commission (FRC)
- Island Industries Board trading as Islanders Board of Industry and Service (IBIS).

Further information regarding these statutory authorities is provided at Appendix 5 on page 106.

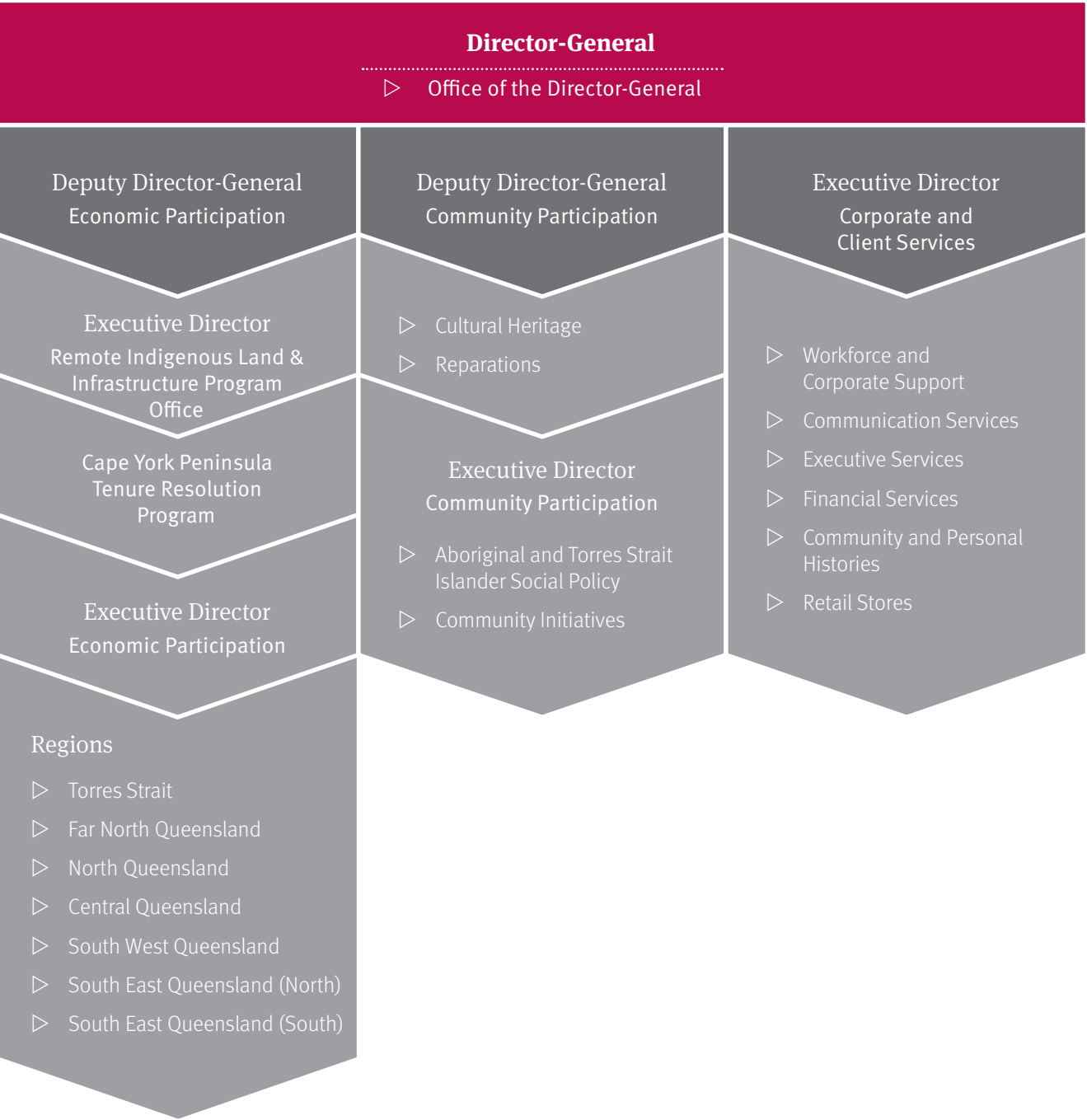
Government boards

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

- Cape York Welfare Reform Advisory Board
- Family Responsibilities Board
- Remote Indigenous Land and Infrastructure Program Office Board.

Further information regarding these boards is provided at Appendix 6 on page 107.

Figure 8: Organisational structure as at 30 June 2015



Future directions

In 2015–16, the department will continue to create a capable, agile and innovative organisation that works with its key partners and customer communities to increase the economic participation and improve the community participation of Aboriginal and Torres Strait Islander Queenslanders by:

- ▶ implementing the relevant strategies and actions in the 2014–19 Strategic Workforce Plan
- ▶ delivering the 2016 Staff Engagement Program to engage all departmental staff in the department’s strategic direction
- ▶ developing and implementing an action plan in response to the 2015 Working for Queensland Employee Opinion Survey
- ▶ implementing relevant actions within the department’s Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2015–18
- ▶ aligning the Department of Communities, Child Safety and Disability Services’ digital pathways strategy with the department’s requirements to improve client services
- ▶ developing options to deliver the most cost-effective corporate services possible.



o8 Financial Statements

The financial statements enable readers to assess the department’s financial results for the 2014–15 financial year and its financial position as at the end of the financial year.

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

As a result of the *Public Service Departmental Arrangements Notice (No.1) 2015*, functions relating to Multicultural Affairs Services were transferred to the Department of Communities, Child Safety and Disability Services, with an effective date of 1 March 2015.

The name of the department also changed to the Department of Aboriginal and Torres Strait Islander Partnerships.

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

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

The head office and principal place of business is:

Level 6, Neville Bonner Building
75 William Street, Brisbane QLD 4000

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

Phone: 3235 9786
Email: DATSIP-Financialservices@atsip.qld.gov.au
Website: www.atsip.qld.gov.au

Statement of comprehensive income

for the year ended 30 June 2015

	NOTE	2015 \$'000	2014* \$'000
INCOME FROM CONTINUING OPERATIONS			
Appropriation revenue	2	51,722	52,152
Sale of goods		27,981	27,913
Grants and other contributions	3	33,333	24,390
Other revenue		442	516
Total income from continuing operations		113,478	104,971
EXPENSES FROM CONTINUING OPERATIONS			
Employee expenses	4	35,540	37,871
Supplies and services	6	26,817	22,237
Grants and subsidies	7	29,104	22,303
Depreciation and amortisation		1,411	1,300
Inventory expenses		18,594	19,258
Impairment losses		1	8
Other expenses	8	307	411
Total expenses from continuing operations		111,774	103,388
Operating result from continuing operations		1,704	1,583
OTHER COMPREHENSIVE INCOME			
ITEMS THAT WILL NOT BE RECLASSIFIED SUBSEQUENTLY TO OPERATING RESULT:			
Increase (decrease) in asset revaluation surplus		704	(58)
Total other comprehensive income		704	(58)
Total comprehensive income		2,408	1,525

*Refer to Note 1(w) for details of adjustments made to 2014 comparatives.

The accompanying notes form part of these statements.

Statement of financial position

as at 30 June 2015

	NOTE	2015 \$'000	2014 \$'000
CURRENT ASSETS			
Cash and cash equivalents		17,264	15,174
Receivables	9	4,720	9,144
Inventories		2,987	2,607
Other assets		108	65
Total current assets		25,079	26,990
NON-CURRENT ASSETS			
Property, plant and equipment	10	21,969	26,248
Intangible assets		238	198
Total non-current assets		22,207	26,446
Total assets		47,286	53,436
CURRENT LIABILITIES			
Payables	11	8,073	10,135
Accrued employee benefits	12	1,199	1,178
Total current liabilities		9,272	11,313
Net assets		38,014	42,123
EQUITY			
Contributed equity		27,358	33,875
Asset revaluation surplus		4,004	3,300
Accumulated surplus		6,652	4,948
Total equity		38,014	42,123

The accompanying notes form part of these statements.



Statement of changes in equity

for the year ended 30 June 2015

	CONTRIBUTED EQUITY \$'000	ASSET REVALUATION SURPLUS \$'000	ACCUMULATED SURPLUS \$'000	TOTAL \$'000
BALANCE AS AT 1 JULY 2013	33,604	3,358	3,365	40,327
Operating result from continuing operations	—	—	1,583	1,583
OTHER COMPREHENSIVE INCOME				
Decrease in asset revaluation surplus	—	(58)	—	(58)
Total comprehensive income for the year	—	(58)	1,583	1,525
TRANSACTIONS WITH OWNERS AS OWNERS				
Post machinery-of-government adjustment	271	—	—	271
Net transactions with owners as owner	271	—	—	271
Balance as at 30 June 2014	33,875	3,300	4,948	42,123
BALANCE AS AT 1 JULY 2014	33,875	3,300	4,948	42,123
Operating result from continuing operations	—	—	1,704	1,704
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	—	704	—	704
Total comprehensive income for the year	—	704	1,704	2,408
TRANSACTIONS WITH OWNERS AS OWNERS				
Net transfers to other Queensland Government entities*	(6,110)	—	—	(6,110)
Post machinery-of-government adjustment	(361)	—	—	(361)
Net assets transferred via machinery-of-government change	(46)	—	—	(46)
Net transactions with owners as owners	(6,517)	—	—	(6,517)
Balance as at 30 June 2015	27,358	4,004	6,652	38,014

*On 1 July 2014, as part of the Government Employee Housing Centralisation Project, the department transferred 13 of its Government Employee properties to the Department of Housing and Public Works. The value of these properties at date of transfer was \$6.27 million. Office fitouts of \$0.16 million were transferred to the department from the Department of Housing and Public Works.

The accompanying notes form part of these statements.

Statement of cash flows

for the year ended 30 June 2015

	NOTE	2015 \$'000	2014* \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
INFLOWS:			
Appropriation revenue		54,374	49,531
Sale of goods		27,858	27,860
Grants and other contributions		35,500	17,383
Interest receipts		129	124
GST input tax credits received from Australian Taxation Office [#]		6,458	5,446
GST collected from customers [#]		1,697	1,821
Other		336	406
OUTFLOWS:			
Employee expenses		(35,559)	(37,533)
Supplies and services		(27,450)	(22,319)
Grants and subsidies		(30,646)	(23,519)
Inventory expenses		(18,594)	(19,258)
GST paid to suppliers [#]		(6,949)	(5,261)
GST remitted to Australian Taxation Office [#]		(1,697)	(1,948)
Other		(355)	(348)
Net cash provided by (used in) operating activities	13	5,102	(7,615)
CASH FLOW FROM INVESTING ACTIVITIES			
OUTFLOWS:			
Payments for property, plant and equipment		(2,428)	(1,136)
Payments for intangibles		(223)	—
Net cash provided by (used in) investing activities		(2,651)	(1,136)
CASH FLOWS FROM FINANCING ACTIVITIES			
OUTFLOWS:			
Equity withdrawals		(361)	—
Net cash provided by (used in) financing activities		(361)	—
Cash and cash equivalents at beginning of financial year		15,174	23,925
Net increase (decrease) in cash and cash equivalents		2,090	(8,751)
Cash and cash equivalents at end of financial year		17,264	15,174

*Refer to Note 1(w) for details of adjustments made to 2014 comparatives.

[#]GST Inflows and Outflows for 2014 have been restated due to a timing difference in recognising cash flow transfers from the prior year. The accompanying notes form part of these statements.



Statement of comprehensive income by major departmental services

for the year ended 30 June 2015

	ECONOMIC PARTICIPATION SERVICES 2015 \$'000	COMMUNITY PARTICIPATION SERVICES 2015 \$'000	TOTAL 2015 \$'000
INCOME FROM CONTINUING OPERATIONS*			
Appropriation revenue	25,945	25,777	51,722
Sale of goods	36	27,945	27,981
Grants and other contributions	32,444	889	33,333
Other revenue	35	408	442
Total income from continuing operations	58,460	55,019	113,478
EXPENSES FROM CONTINUING OPERATIONS*			
Employee expenses	16,989	18,551	35,540
Supplies and services	15,740	11,077	26,817
Grants	25,668	3,436	29,104
Depreciation and amortisation	139	1,272	1,411
Inventory expenses	—	18,594	18,594
Impairment losses	—	1	1
Other expenses	84	223	307
Total expenses from continuing operations	58,620	53,154	111,774
Operating result from continuing operations	(161)	1,865	1,704
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified subsequently to operating result:			
Increase (decrease) in asset revaluation surplus	—	704	704
Total items that will not be reclassified subsequently to operating result	—	704	704
Total other comprehensive income	—	704	704
Total comprehensive income	(161)	2,569	2,408
*Allocation of income and expenses from corporate services:			
Expenses	1,744	1,788	3,532

Statement of comprehensive income by major departmental services

for the year ended 30 June 2015

	ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES# 1 JULY 2013 TO 31 MARCH 2014 \$'000	MULTICULTURAL SERVICES# 1 JULY 2013 TO 31 MARCH 2014 \$'000	ECONOMIC PARTICIPATION SERVICES 1 APRIL 2014 TO 30 JUNE 2014 \$'000	COMMUNITY PARTICIPATION SERVICES 1 APRIL 2014 TO 30 JUNE 2014 \$'000	TOTAL 2014 \$'000
INCOME FROM CONTINUING OPERATIONS*					
Appropriation revenue	34,953	4,422	4,472	8,305	52,152
Sale of goods	21,179	—	9	6,725	27,913
Grants and other contributions	16,666	33	6,194	1,498	24,391
Other revenue	471	1	5	38	515
Total income from continuing operations	73,269	4,456	10,680	16,566	104,971
EXPENSES FROM CONTINUING OPERATIONS*					
Employee expenses	26,170	2,069	3,599	6,033	37,871
Supplies and services	11,555	176	3,444	3,476	18,651
Grants	15,452	2,207	4,070	4,160	25,889
Depreciation and amortisation	875	4	40	381	1,300
Inventory expenses	14,466	—	—	4,792	19,258
Impairment losses	(10)	—	5	13	8
Other expenses	269	—	37	105	411
Total expenses from continuing operations	68,777	4,456	11,195	18,960	103,388
Operating result from continuing operations	4,492	—	(515)	(2,394)	1,583
OTHER COMPREHENSIVE INCOME					
Items that will not be reclassified subsequently to operating result:					
Increase (decrease) in asset revaluation surplus	—	—	(22)	(36)	(58)
Total items that will not be reclassified subsequently to operating result	—	—	(22)	(36)	(58)
Total other comprehensive income	—	—	(22)	(36)	(58)
Total comprehensive income	4,492	—	(537)	(2,430)	1,525
*Allocation of income and expenses from corporate services:					
Expenses	3,292	—	1,266	2,145	6,703

#Departmental services were restructured on 31 March 2014.



Statement of assets and liabilities
by major departmental services

as at 30 June 2015

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL
	2015	2015	2015	2014	2014	2014
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
CURRENT ASSETS						
Cash and cash equivalents	5,497	11,767	17,264	313	14,861	15,174
Receivables	3,833	887	4,720	7,527	1,617	9,144
Inventories	—	2,987	2,987	—	2,607	2,607
Other current assets	10	98	108	23	42	65
Total current assets	9,340	15,739	25,079	7,863	19,127	26,990
NON-CURRENT ASSETS						
Property, plant and equipment	634	21,335	21,969	420	25,828	26,248
Intangible assets	—	238	238	—	198	198
Total non-current assets	634	21,573	22,207	420	26,026	26,446
Total assets	9,974	37,312	47,286	8,283	45,153	53,436
CURRENT LIABILITIES						
Payables	6,008	2,065	8,073	7,377	2,758	10,135
Accrued employee benefits	650	549	1,199	399	779	1,178
Total current liabilities	6,658	2,614	9,272	7,776	3,537	11,313
Total liabilities	6,658	2,614	9,272	7,776	3,537	11,313

Notes to and forming part of the
financial statements 2014–15

Note	Objectives and principal activities of the department
1	Summary of significant accounting policies
2	Reconciliation of payments from consolidated fund
3	Grants and other contributions
4	Employee expenses
5	Key management personnel and remuneration expenses
6	Supplies and services
7	Grants and subsidies
8	Other expenses
9	Receivables
10	Property, plant and equipment
11	Payables
12	Accrued employee benefits
13	Reconciliation of operating result to net cash from operating activities
14	Commitments for expenditure
15	Financial instruments
16	Machinery-of-government changes
17	Schedule of administered items
18	Reconciliation of payments from consolidated fund to administered income
19	Budget vs actual comparison



Objectives and principal activities of the department

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

The department is funded for the departmental services it delivers principally by parliamentary appropriations. It also receives grant revenue from the Department of Housing and Public Works for federally funded land infrastructure development related works in remote and discrete indigenous communities. Revenue is also earned from Retail Stores operations.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Statement of compliance

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

These 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 2015, and other authoritative pronouncements.

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

b) The reporting entity

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

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

Machinery-of-government changes

As a result of the *Public Service Departmental Arrangements Notice (No.1) 2015*, functions relating to Multicultural Affairs were transferred to the Department of Communities, Child Safety and Disability Services, with an effective date of 1 March 2015.

The major departmental services undertaken by the department are disclosed in Note 1(t).

c) Administered transactions and balances

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

Administered transactions and balances are disclosed in Notes 17 and 18. These transactions and balances are not significant in comparison to the department’s overall financial performance/financial position

d) Appropriation revenue/Administered revenue

Appropriations provided under the *Appropriation Act 2014* are recognised as revenue when received. Approval has been obtained from Queensland Treasury and Trade to recognise a receivable for amounts not received at year end.

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

e) Sale of goods

Sale of goods is largely represented by cash sales occurring at the six Retail Stores managed by the department. It is recognised as revenue when the revenue has been earned and can be measured reliably with a sufficient degree of certainty.

f) Grants and other contributions

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

g) Cash and cash equivalents

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash and cash equivalents include cash on hand and cheques receipted but not banked as at 30 June.

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 9.

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

i) Inventories

Inventories primarily represent saleable goods held at the six Retail Stores managed by the department. Inventories held for sale are valued at the lower of cost and net realisable value.

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

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

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

j) 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:

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

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

k) Revaluations of property, plant and equipment

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

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

Land and buildings are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment*, AASB 13 *Fair Value Measurement* and Queensland Treasury’s *Non-Current Asset Policies for the Queensland Public Sector*. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and impairment losses where applicable.

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

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

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

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

Land and buildings mainly comprise of:

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



(i) Residential Properties

In 2014–15, the department engaged the State Valuation Service (SVS) to supply indices for land and buildings. These indices are either publicly available, or are derived from available market information. SVS provides assurance of their robustness, validity and appropriateness for application to the relevant assets.

Departmental assets excluding Retail Stores were not indexed as the average cumulative effect over the period 2013–15 was deemed not material. Indexation if applied would have led to a net decrease of 2.76% in land values and net increase of 2.09% in building values.

Retail Stores elected to apply indexation to their buildings having had a net increase of 6.42% in their land and building values over the period 2013–15.

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

There is not an active market for departmentally-owned buildings on DOGIT land. The State Valuation Service (SVS) is engaged to provide independent valuations every five years and indices for the intervening years. A 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 is used. The latest independent valuation by SVS for these buildings was in March 2012 for Retail Stores, with an effective date of 30 June 2012 and May 2013 with an effective date of 30 June 2013, for the remainder of the department’s properties. Land is valued at a nominal value of \$1 per parcel as land is held in trust for the local community.

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

l) Fair value measurement

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

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

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

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

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

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

None of the department’s valuations of assets or liabilities are eligible for categorisation into level 1 of the fair value hierarchy. There were no transfers of assets between fair value hierarchy levels during 2014–15.

More specific fair value information for the department’s property, plant and equipment is outlined in Note 10.

m) Intangibles

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

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

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

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

Internally generated software

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

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

n) Amortisation and depreciation of intangibles and property, plant and equipment

Land is not depreciated as it has an unlimited useful life.

All intangible assets of the department have finite useful lives and are amortised on a straight-line basis.

Property, plant and equipment is depreciated on a straight-line basis so as to allocate the net cost or revalued amount of each asset, less its estimated residual value, progressively over its estimated useful lives to the department.

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

Class	Rate %
Buildings	1.6 – 7.0
Plant and equipment	1.9 – 33.3
Internally generated software	33.3

o) Impairment of non-current assets

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

p) Leases

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

q) Payables

Trade creditors predominantly from Retail Stores, 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 vendor’s terms which are generally 30 days.

Payables also include grant payments which normally settle in 30 days.

r) Financial instruments

Recognition

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



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 15.

s) Employee benefits

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

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

Wages, salaries and sick leave

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

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

Sick leave is non-vesting and an expense is recognised for this leave as it is taken.

Annual leave and long service leave

The department is a member of the Queensland Government's Annual Leave and Long Service Leave Schemes. Under these schemes, a levy is paid to cover the cost of employees' annual leave (including leave loading and on costs) and long service leave. These levies are expensed in the period in which they are payable. Amounts paid to employees for the leave taken are claimed from the scheme quarterly in arrears.

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

Superannuation

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

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

Key management personnel and remuneration

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

t) Major departmental services

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

Economic Participation that aims to increase the economic participation of Aboriginal people and Torres Strait Islander people in the Queensland economy by delivering policies and programs that result in our customers acquiring in-demand skills, entering and actively participating in the workforce, having more opportunities to secure new businesses, to own land and to own their homes.

Community Participation that aims to improve the community participation of Aboriginal people and Torres Strait Islander people by delivering policies and programs that result in greater social cohesion, connected communities and more inclusive communities that value other cultures and Queensland's cultural heritage. This includes the administration of cultural heritage legislation and the support of non-government organisations to deliver programs that strengthen communities.

u) Contributed equity

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

v) Taxation

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

w) Other presentation matters

Currency and rounding – 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.

Comparatives – Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period. In particular, the classification of certain expenses was reviewed during 2014–15, with the comparative figures restated. Further information on this can be found in Note 6 (Supplies and services) and Note 7 (Grants and subsidies).

x) New and revised accounting standards

The department did not voluntarily change any of its accounting policies during 2014–15.

The Australian Accounting Standard applicable for the first time as from 2014–15 that had a significant impact on the department's financial statements, is AASB 1055 *Budgetary Reporting*. AASB 1055 became effective from reporting periods beginning on or after 1 July 2014.

In response to this new standard, the department has included a comprehensive new note 'Budget vs Actual Comparison' (Note 19). This note discloses the department's Adjusted Budget figures for 2014–15 (as published in the 2015–16 Budget Paper 5) compared to actual results, with explanations of major variances, in respect of the department's Statement of Comprehensive Income, Statement of Financial Position and Statement of Cash Flows.

Note 19 also includes a comparison between the department's Adjusted Budget figures for 2014–15 (as published in the 2015–16 Budget Paper 5) compared to actual results.

AASB 2015–7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities* amends AASB 13 *Fair Value Measurement* effective from annual reporting periods beginning on or after 1 July 2016.

The amendments provide relief from certain disclosures about fair values categorised as level 3 under the fair value hierarchy (refer to Note 1(l)). Accordingly, the following disclosures for level 3 fair values in Note 10 will no longer be required: the disaggregation of certain gains/losses on assets reflected in the operating result; quantitative information about the significant unobservable inputs used in the fair value measurement; and a description of the sensitivity of the fair value measurement to changes in the unobservable inputs.

As the amending standard was released in early July 2015, this department has not early adopted this relief in these financial statements, as per instructions from Queensland Treasury. However, the department will be early adopting this disclosure relief as from the 2015–16 reporting period (also on instruction from Queensland Treasury).

y) Subsequent events after balance date

As a result of a recruitment process of Directors-General across Queensland Government, Clare O'Connor was appointed as Director-General of this department effective from 20 July 2015.



	2015 \$'000	2014 \$'000
2. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO APPROPRIATION REVENUE FOR SERVICES RECOGNISED IN STATEMENT OF COMPREHENSIVE INCOME		
Budgeted appropriation revenue	58,012	54,222
Transfer to administered revenue, refer to Note 18	(1,688)	(2,572)
Transfers to other departments - Machinery-of-government	(1,950)	-
Lapsed appropriation revenue for services	-	(2,119)
Total appropriation receipts (cash)	54,374	49,531
Less: Opening balance of appropriation revenue receivable	(1,848)	-
Plus: Closing balance of appropriation revenue receivable	-	1,848
Plus: Opening balance of appropriation revenue payable	-	773
Less: Closing balance of departmental services revenue payable	804	-
Appropriation revenue for services recognised in statement of comprehensive income	51,722	52,152
3. GRANTS AND OTHER CONTRIBUTIONS		
Contributions from other government agencies	32,212	22,511
Services received at below fair value	1,121	1,777
Grants	-	102
Total	33,333	24,390
4. EMPLOYEE EXPENSES		
EMPLOYEE BENEFITS		
Wages and salaries	27,096	27,386
Employer superannuation contributions	3,593	3,628
Annual leave levy	2,905	2,942
Long service leave levy	632	639
Other employee benefits	733	1,128
	34,959	35,723
EMPLOYEE RELATED EXPENSES		
Workers' compensation premium	177	226
Payroll tax	(4)	1,682
Other employee related expenses	408	240
	581	2,148
Total	35,540	37,871
The number of employees as at 30 June 2015 including both full-time employees and part-time employees measured on a full-time equivalent basis is:		
	2015	2014
Number of employees	310	359

5. KEY MANAGEMENT PERSONNEL AND REMUNERATION EXPENSES**(a) Key management personnel**

Accountability for the department's operations under the *Financial Accountability Act 2009* resides solely with the Director-General as the Accountable Officer. The Director-General is the Chair of the Executive Leadership Team and the Department of Aboriginal and Torres Strait Islander Partnerships Board (the Board) and all decisions made by the Board are considered to be the decisions of the Accountable Officer, and are binding. Key management of the department has been defined as the Board, membership of which is set out in the table below. The Board includes those positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2014–15. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

POSITION	RESPONSIBILITIES	CURRENT INCUMBENTS	
		CONTRACT CLASSIFICATION AND APPOINTMENT AUTHORITY	DATE APPOINTED TO POSITION (DATE RESIGNED FROM POSITION)
Director-General	Responsible for the efficient, effective and economic administration of the department.	CEO / s92 <i>Public Service Act 2008</i>	Appointed 9 October 2013
Deputy Director-General, Economic Participation	Responsible for developing, leading and driving strategy, policy, programs and service delivery outcomes.	S122 <i>Public Service Act 2008</i>	Appointed 16 June 2014
Deputy Director-General, Community Participation	Responsible for developing, leading and driving the development and implementation of social policy, strategic initiatives and programs to deliver on government priorities.	SES 3 High employed under the <i>Public Service Act 2008</i>	Appointed 3 April 2012
Executive Director – Cultural Diversity Queensland	Responsible for the effective strategic leadership, support and advice in the development, delivery and coordination of policy reforms and engagement initiatives.	SES 2 High employed under the <i>Public Service Act 2008</i>	MOG Transfer effective 28 February 2015
Executive Director – Remote Indigenous Land and Infrastructure Program Office	Responsible for facilitating housing investment and a range of other social and economic development opportunities in discrete Aboriginal and Torres Strait Islander communities.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed 3 April 2012
Acting Executive Director – Economic Participation	Responsible for high level leadership through working collaboratively with internal and external stakeholders to improve employment opportunities and business development for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Temporary assignment from 3 June 2013
Acting Executive Director – Aboriginal and Torres Strait Islander Policy	Responsible for high level policy and program advice to improve social outcomes for the benefit of Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Appointed 31 March 2014
Executive Director – Corporate and Client Services	Responsible for corporate functions and lead responsibility for client-based activities such as managing Retail Stores and community and personal histories.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed 10 September 2012



5. KEY MANAGEMENT PERSONNEL AND REMUNERATION EXPENSES (CONTINUED)

(b) Remuneration expenses

Remuneration policy for the department’s key 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 (including motor vehicle entitlements) for the key management personnel are specified in employment contracts. The Director-General’s contract under the previous Government also provided for an At Risk Component payment.

For the 2014–15 year, remuneration of key management personnel increased by 2.2 per cent in accordance with government policy.

The following disclosures focus on the expenses incurred by the department during respective reporting periods that is attributable to key management positions. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Remuneration expenses for key management personnel comprises the following components:

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

The mutually agreed terms for separating Directors-General considered all relevant clauses of their contract. After the end of 2014–15 but before the date of management certification of these financial statements, the Director-General’s tenure with the department ceased following his appointment as Director-General of the Department of Natural Resources and Mines. No separation payments are payable in 2015–16 to the Director-General in respect of his completed service with the department.

5. KEY MANAGEMENT PERSONNEL AND REMUNERATION EXPENSES (CONTINUED)

1 July 2014 – 30 June 2015

POSITION (DATE RESIGNED IF APPLICABLE)	SHORT-TERM EMPLOYEE BENEFITS		LONG-TERM EMPLOYEE EXPENSES	POST EMPLOYMENT EXPENSES	TOTAL EXPENSES
	MONETARY EXPENSES	NON- MONETARY BENEFITS			
	\$'000	\$'000	\$'000	\$'000	\$'000
Director-General	322	4	7	34	367
Deputy Director-General, Economic Participation	264	3	6	29	302
Deputy Director-General, Community Participation	197	4	4	23	228
Executive Director – Cultural Diversity Queensland*	109	2	4	14	129
Executive Director – Remote Indigenous Land and Infrastructure Program Office	188	1	4	20	213
Acting Executive Director – Economic Participation	169	4	2	18	193
Acting Executive Director – Aboriginal and Torres Strait Islander Policy	169	-	4	16	189
Executive Director – Corporate and Client Services	184	4	4	19	211

*Remuneration costs from 1 March 2015 to 30 June 2015 are reflected in the financial statements of the Department of Communities, Child Safety and Disability Services.

1 July 2013 – 30 June 2014

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



5. KEY MANAGEMENT PERSONNEL AND REMUNERATION EXPENSES (CONTINUED)

(c) Performance payments

The remuneration package for the Director-General under the previous Government, included a potential At Risk Component payment up to a maximum of \$36,817. Eligibility for such a performance payment in respect of 2013–14 was conditional on the achievement of objectives that are documented in that position’s performance agreement.

The total remuneration package for the Director-General included a portion that is “at risk” and paid only if they met or exceeded the agreed performance standards. The performance evaluation process comprised:

- reporting on end of year achievement and self-assessment by the Director-General against their performance agreement/intended outcomes
- a rigorous, independent and objective assessment of the Director-General’s performance at the end of the financial year, culminating in recommendations to the Premier
- the Premier’s ultimate discretion regarding whether the Director-General was paid an At Risk Component payment and, if so, how much.

No At Risk Component payment was made for 2014–15 in accordance with the Government’s commitment to discontinue such payments.

The basis for performance payments expensed during 2014–15 is set out below:

POSITION	BASIS FOR PAYMENT	DATE PAID	AMOUNT
Director-General	This payment relates to the achievement of performance criteria during 2013–14 for an eligibility period between 9 October 2013 to 30 June 2014. The payment made was determined in accordance with the terms of the performance agreement for this position.	19 October 2014	\$12,272.52

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

	2015 \$’000	2014 \$’000
Key Management Personnel	12	20

	2015 \$’000	2014 \$’000
6. SUPPLIES AND SERVICES		
Professional and technical fees	10,167	5,929
Operating lease rentals	3,715	3,325
Service procurement	3,206	3,587
Outsourced corporate services	2,641	2,522
Administration costs	1,643	1,990
Property operational costs	1,482	1,497
Travel	1,476	1,216
Repairs and maintenance	1,111	982
Computer operating costs	557	446
Telecommunications	304	394
Minor plant and equipment	159	103
Consultancies	46	38
Other	310	209
Total	26,817	22,238

During 2014–15, the department reviewed the classification of various expenses previously reported as either ‘Supplies and Services’ or ‘Grants and Subsidies’. This is in response to the introduction by Queensland Treasury of new guidance to better distinguish between these two broad expense categories, and facilitate greater transparency about overall Supplies and Services expenses. This new guidance was effective as from 2014–15, and comparative figures for Supplies and Services have been restated accordingly. As a consequence of the department’s review, approximately \$3.587 million of expenses for 2013–14 has been reclassified to Supplies and Services from Grants and Subsidies.

7. GRANTS AND SUBSIDIES		
Grants – capital	24,806	14,914
Grants – operating	4,234	7,343
Sponsorships	64	45
Total	29,104	22,302

As explained in Note 6 above, during 2014–15 the department reviewed the classification of various expenses previously reported as either ‘Supplies and Services’ or ‘Grants and Subsidies’. Comparative figures for Grants and Subsidies have been restated accordingly. As a consequence, approximately \$3.587 million of expenses for 2013–14 has been reclassified to Supplies and Services from Grants and Subsidies.



	2015	2014
	\$'000	\$'000
8. OTHER EXPENSES		
Insurance premiums – Queensland Government Insurance Fund	152	126
External audit fees*	124	169
Donations and gifts	16	16
Loss on disposal of non-current assets	12	75
Legal claims	-	17
Other	3	8
Total	307	411

*The Auditor-General of Queensland is the department’s external auditor. Total external audit fees relating to the 2014–15 financial year are estimated to be \$0.159 million (2014 \$0.185 million). There are no non-audit services included in this amount.

9. RECEIVABLES		
CURRENT		
Trade and other debtors	3,225	6,276
Less: Allowance for impairment loss	(2)	(3)
	3,223	6,273
GST input tax credits receivable	969	478
GST payable	(127)	(127)
	842	351
Appropriation revenue for services receivable	-	1,848
Annual leave reimbursements	518	585
Long service leave reimbursements	137	87
Total	4,720	9,144

	2015	2014
	\$'000	\$'000
10. PROPERTY, PLANT AND EQUIPMENT		
LAND: AT FAIR VALUE*		
Gross	1,635	3,820
BUILDINGS: AT FAIR VALUE*		
Gross	28,826	32,611
Less: Accumulated depreciation	(14,013)	(13,934)
	14,813	18,677
PLANT AND EQUIPMENT: AT COST#		
Gross	10,563	9,519
Less: Accumulated depreciation	(5,379)	(5,808)
	5,184	3,711
WORK IN PROGRESS		
At cost	337	40
Total	21,969	26,248

*Refer to Note 1(l) for further information on these assets.

#The department has plant and equipment with an original cost of \$1.256 million (2014 \$1.062 million restated from last year to include Retail Stores) and a written-down value of zero still being used in the provision of services.

PROPERTY, PLANT AND EQUIPMENT RECONCILIATION					
	LAND	BUILDINGS	PLANT AND EQUIPMENT	CAPITAL WORKS IN PROGRESS	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying amount at 1 July 2014	3,820	18,677	3,711	40	26,248
Acquisitions	-	-	214	2,822	3,036
Transfers out to other Queensland Government entities	(2,185)	(4,088)	(13)	-	(6,286)
Disposals	-	-	(36)	(495)	(531)
Transfers between asset classes	-	-	2,029	(2,029)	-
Revaluation increments/(decrements)	-	704	-	-	704
Depreciation	-	(481)	(721)	-	(1,202)
Carrying amount at 30 June 2015	1,635	14,813	5,184	337	21,969
Carrying amount at 1 July 2013	3,820	19,126	3,052	237	26,235
Acquisitions	-	-	171	1,287	1,458
Transfers between asset classes	-	198	1,276	(1,474)	-
Disposals	-	(19)	(83)	(10)	(112)
Revaluation increments /(decrements)	-	(58)	-	-	(58)
Depreciation	-	(570)	(705)	-	(1,275)
Carrying amount at 30 June 2014	3,820	18,677	3,711	40	26,248



10. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

FAIR VALUE LEVELS

Categorisation of fair values recognised as at 30 June 2015 (refer to Note 1(l))

	LEVEL 2		LEVEL 3		TOTAL	
	\$'000		\$'000		\$'000	
	2015	2014	2015	2014	2015	2014
Land	1,635	3,820	-	-	1,635	3,820
Buildings*	2,698	4,651	12,115	14,026	14,813	18,677

* One building valued at \$1.053 million, was incorrectly included in level 3 in 2014. The comparative figures have been adjusted to correct this error in accordance with AASB108.

Level 3 fair value reconciliation (refer to Note 1(l))

	BUILDINGS \$'000
Carrying amount at 1 July 2014	14,026
Disposals	(2,196)
Gains/(losses) recognised in other comprehensive income*	704
Depreciation	(419)
Carrying amount at 30 June 2015	12,115
Carrying amount at 1 July 2013	14,563
Acquisitions	-
Transfers between asset classes	9
Disposals	(18)
Gains/(losses) recognised in other comprehensive income	(58)
Depreciation	(469)
Carrying amount at 30 June 2014	14,026
*Gains/(losses) recognised in other comprehensive income comprises:	
Net revaluation increments/(decrements)	704

10. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Level 3 significant valuation inputs and relationship to fair value

DESCRIPTION	VALUATION TECHNIQUE	SIGNIFICANT UNOBSERVABLE INPUTS	RANGE (WEIGHTED AVERAGE)	SENSITIVITY OF FAIR VALUE MEASUREMENT TO CHANGES IN SIGNIFICANT UNOBSERVABLE INPUTS
Specialised buildings such as Retail Stores, community facilities, small group homes and similar	Depreciated Replacement Cost	Direct cost per square metre	\$422 – \$3,552 per m ² (\$1,005 per m ²)	A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.
		Locality factors due to remoteness of location	1 – 1.9	A significantly higher locality factor would result in a significantly higher valuation.
		Useful life/condition assessment	30–60 years (49 years)	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.

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

	2015	2014
	\$'000	\$'000

11. PAYABLES

Grants and subsidies payable	4,929	7,593
Trade creditors	2,136	2,302
Deferred appropriation payable to Consolidated Fund	804	-
Other	204	240
Total	8,073	10,135

12. ACCRUED EMPLOYEE BENEFITS

Annual leave levy payable	781	815
Wages outstanding	270	198
Long service leave levy payable	148	165
Total	1,199	1,178



	2015 \$'000	2014 \$'000
13. RECONCILIATION OF OPERATING RESULT TO NET CASH FROM OPERATING ACTIVITIES		
OPERATING SURPLUS	1,704	1,583
Depreciation and amortisation expense	1,411	1,300
Loss on disposal of non-current assets	12	75
Impairment losses	-	8
CHANGE IN ASSETS AND LIABILITIES		
(Increase) decrease in GST input tax credits receivable	(491)	185
(Increase) decrease in receivables	4,916	(6,659)
(Increase) decrease in inventories	(380)	(256)
(Increase) decrease in other assets	(43)	(63)
Increase (decrease) in accounts payable	(2,047)	(3,667)
Increase (decrease) in GST payable	-	(127)
Increase (decrease) in accrued employee benefits	20	6
Net cash from operating activities	5,102	(7,615)

	2015 \$'000	2014 \$'000
14. 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:		
– No later than one year	831	711
– Later than one year and no later than five years	2,358	2,101
– Later than five years	1,638	1,892
Total	4,827	4,704
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		
– No later than one year	440	261
Total	440	261
(c) Grants expenditure commitments		
Grants 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:		
Economic Participation Services	18,476	11,247
Community Participation Services	908	4,463
Total	19,384	15,710
– No later than one year	19,384	15,702
– Later than one year and no later than five years	-	8
Total	19,384	15,710
(d) Other expenditure commitments		
Other expenditure committed at the end of the year but not recognised in the accounts are as follows:		
– No later than one year	8,997	4,173
– Later than one year and no later than five years	-	2,120
Total	8,997	6,293



15. FINANCIAL INSTRUMENTS

(a) Categorisation of financial instruments

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

CATEGORY	NOTE	2015 \$'000	2014 \$'000
FINANCIAL ASSETS			
Cash and cash equivalents		17,264	15,174
Receivables	9	4,720	9,144
Total		21,984	24,318
FINANCIAL LIABILITIES			
Payables	11	8,073	10,135
Total		8,073	10,135

(b) Liquidity risk

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

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

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

FINANCIAL LIABILITIES	NOTE	PAYABLE			TOTAL \$'000
		<1 YEAR \$'000	1–5 YEARS \$'000	>5 YEARS \$'000	
Payables 2015	11	8,073	-	-	8,073
Payables 2014		10,135	-	-	10,135

(c) Credit Risk Exposure

Credit risk exposure refers to the situation where the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation. The maximum exposure to credit risk at balance date in relation to each class of recognised financial asset is the gross carrying amount of those assets inclusive of any allowances for impairment. No collateral is held as security and no credit enhancements relate to financial assets held by the department. To minimise credit risk, timely monitoring and management of overdue accounts is conducted, including prompt follow-up of outstanding debts with letters and telephone calls.

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

(d) Fair value

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

16. MACHINERY-OF-GOVERNMENT CHANGES

As a result of the *Public Service Departmental Arrangements Notice (No.1) 2015*, dated 16 February 2015, with an effective date of 1 March 2015, functions relating to Multicultural Affairs Services were transferred to the Department of Communities, Child Safety and Disability Services. As a result of these changes, the following assets and liabilities were transferred:

	MULTICULTURAL AFFAIRS SERVICES \$'000
CURRENT ASSETS	
Cash and cash equivalents	1
Receivables	113
Total current assets	114
NON-CURRENT ASSETS	
Property, plant and equipment	13
Total non-current assets	13
Total assets	127
CURRENT LIABILITIES	
Payables	16
Accrued employee benefits	65
Total current liabilities	81
Total liabilities	81
Equity transferred	46



	2015 \$'000	2014 \$'000
17. SCHEDULE OF ADMINISTERED ITEMS		
ADMINISTERED INCOME		
Appropriation revenue	10,226	8,172
Grants and other contributions	1,800	-
Interest revenue	8	9
Total	12,034	8,181
ADMINISTERED EXPENSES		
Grants and subsidies*	12,026	8,172
Operating surplus	8	9
ADMINISTERED ASSETS		
Cash and cash equivalents	286	529
Receivables	251	-
Interest revenue receivable	2	2
Total assets	539	531
Administered liabilities	-	-
ADMINISTERED EQUITY		
Contributed equity	510	510
Accumulated surplus	29	21
Total administered equity	539	531
*GRANTS AND SUBSIDIES		
Western Cape Communities Co-existence Agreement	8,072	
Family Responsibilities Commission	3,954	
	12,026	
18. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED REVENUE		
Budgeted appropriation	8,100	5,600
Transfer from appropriation revenue for services, refer to Note 2	1,688	2,572
Unforeseen expenditure	186	-
Total administered receipts	9,974	8,172
Plus: Closing balance of administered revenue receivable	252	-
Administered income recognised in Note 17	10,226	8,172

19. BUDGET VS ACTUAL COMPARISON

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

	VARIANCE NOTES	ADJUSTED BUDGET 2015 \$'000	ACTUALS 2015 \$'000	VARIANCE \$'000	VARIANCE % OF BUDGET
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STATEMENT OF COMPREHENSIVE INCOME**INCOME FROM CONTINUING OPERATIONS**

Appropriation revenue	1	56,062	51,722	(4,340)	-8%
User charges and fees		27,921	27,981	60	0%
Grants and other contributions	2	68,532	33,333	(35,199)	-51%
Interest and other revenue		181	442	261	144%
Total revenue		152,696	113,478	(39,218)	-26%
Total income from continuing operations		152,696	113,478	(39,218)	-26%

EXPENSES FROM CONTINUING OPERATIONS

Employee expenses	3	33,821	35,540	1,719	5%
Supplies and services	4	111,175	45,411	(65,764)	-59%
Grants and subsidies	5	7,575	29,104	21,529	284%
Depreciation and amortisation		1,389	1,411	22	2%
Other expenses		324	308	(16)	-5%
Total expenses from continuing operations		154,284	111,774	(42,510)	-28%
Operating result from continuing operations	6	(1,588)	1,704	3,292	-207%

STATEMENT OF FINANCIAL POSITION**CURRENT ASSETS**

Cash and cash equivalents	7	15,307	17,264	1,957	13%
Receivables	8	2,693	4,720	2,027	75%
Inventories		2,351	2,987	636	27%
Other current assets		1	108	107	0%
Total current assets		20,352	25,079	4,727	23%

NON-CURRENT ASSETS

Property, plant and equipment		20,633	21,969	1,336	6%
Intangible assets		35	238	203	580%
Total non-current assets		20,668	22,207	1,539	7%
Total assets		41,020	47,286	6,266	31%

CURRENT LIABILITIES

Payables	9	7,251	8,073	822	11%
Accrued employee benefits		1,106	1,199	93	8%
Total current liabilities		8,357	9,272	915	11%
Total Liabilities		8,357	9,272	915	11%
Net Assets		32,663	38,014	5,351	16%
Total Equity		32,663	38,014	5,351	16%



19. BUDGET VS ACTUAL COMPARISON (CONTINUED)					
	VARIANCE NOTES	ADJUSTED BUDGET 2015 \$'000	ACTUALS 2015 \$'000	VARIANCE \$'000	VARIANCE % OF BUDGET
STATEMENT OF CASH FLOWS					
CASH FLOWS FROM OPERATING ACTIVITIES					
INFLOWS:					
Service appropriation receipts	10	56,062	54,374	(1,688)	-3%
User charges and fees		27,921	27,858	(63)	-
Grants and other contributions	2	68,532	35,500	(33,032)	-48%
Interest receipts		100	129	29	29%
Other		81	336	255	315%
OUTFLOWS:					
Employee expenses	3	(33,821)	(35,559)	(1,738)	5%
Supplies and services	4	(111,175)	(46,044)	65,131	-59%
Grants and subsidies	5	(7,575)	(30,646)	(23,071)	305%
Other		(324)	(846)	(522)	161%
Net cash provided by (used in) operating activities		(199)	5,102	5,301	-2,664%
CASH FLOW FROM INVESTING ACTIVITIES					
OUTFLOWS:					
Payments for property, plant and equipment		(1,889)	(2,428)	(539)	29%
Payments for intangibles		-	(223)	(223)	-
Net cash provided by (used in) investing activities		(1,889)	(2,651)	(762)	40%
CASH FLOWS FROM FINANCING ACTIVITIES					
OUTFLOWS:					
Equity withdrawals		-	(361)	(361)	-
Net cash provided by (used in) financing activities		-	(361)	(361)	-
Cash and cash equivalents at beginning of financial year		17,396	15,174	(2,222)	-13%
Net increase (decrease) in cash and cash equivalents		(2,088)	2,090	4,178	-200%
Cash transfers from restructure		(1)	-	1	-100%
Cash and cash equivalents at end of financial year		15,307	17,264	1,957	13%

19. BUDGET VS ACTUAL COMPARISON (CONTINUED)					
	VARIANCE NOTES	ADJUSTED BUDGET 2015 \$'000	ACTUALS 2015 \$'000	VARIANCE \$'000	VARIANCE % OF BUDGET
ADMINISTERED ITEMS					
ADMINISTERED INCOME					
Appropriation revenue	11	8,100	10,226	2,126	26%
Grants and other contributions	12	-	1,800	1,800	-
Interest revenue		25	8	(17)	-66%
Total		8,125	12,034	3,909	-
ADMINISTERED EXPENSES					
Grants and subsidies	13	8,100	12,026	3,926	48%
Total Administered operating result		25	8	(17)	-66%
ADMINISTERED ASSETS					
Cash and cash equivalents		572	286	(286)	-50%
Receivables		-	251	251	-
Interest revenue receivable		-	2	2	-
ADMINISTERED LIABILITIES					
Payables		-	-	-	-
Total administered assets		572	539	(33)	-6%
Total administered equity		572	539	(33)	-6%

Explanations of Major Variances

Controlled Items

- The decrease in appropriation revenue includes a \$3.5 million deferral of program funding for the welfare reform initiative to meet expected timing of service procurement and grant payments; \$0.3 million transferred to Administered Items for Family Responsibilities Commission costs for the expansion into Doomadgee during the year and an appropriation payable at the end of the year of \$0.8 million.
- The decrease in grants and other contributions revenue includes \$32.4 million for land and infrastructure development-related works under the National Partnership Agreement on Remote Indigenous Housing scheduled for 2015–16. Savings of \$3.9 million were also achieved in the lease and community-wide survey work funded by this agreement in 2014–15. These decreases were offset by revenue recognised for goods received below fair value for State Archival Services provided to the department but not budgeted for of \$1.1 million.
- The increase in employee expenses reflects additional temporary resourcing during the year funded from prior year savings.
- The decrease in supplies and services includes \$51.2 million for remote land and infrastructure development expenditure reclassified from supplies and services in the budget papers to grants expenditure; \$9.3 million under-expenditure in the lease and community-wide survey program under the National Partnership Agreement on Remote Indigenous Housing, including \$3.9 million achieved in savings, with the remainder deferred to 2015–16; under-budget expenditure in the Retail Stores including freight and the cost of goods purchased for sale; and deferrals across a number of other programs.



19. BUDGET VS ACTUAL COMPARISON (CONTINUED)

- 5. The increase in grants and subsidies includes \$24.6 million expenditure for the remote indigenous land infrastructure development program, originally budgeted for in supplies and services (\$26.6 million of the 2014–15 budgeted expenditure will be incurred in 2015–16 in line with the program schedule); offset by the deferral of funding for the welfare reform program to 2015–16.
- 6. The achievement of an operating surplus in 2014–15 in comparison to an estimated deficit reflects an improved operating result in the Retail Stores, offset by lower than expected infrastructure development expenditure for which funding was received in prior years.
- 7. The increase in cash includes the additional operating surplus in the Retail Stores and the appropriation payable at year end.
- 8. The increase in receivables primarily relates to grant funding due to the department from the Department of Housing and Public Works for remote Indigenous land and infrastructure works.
- 9. The increase in payables includes appropriation payable to the Consolidated Fund at 30 June of \$804,000.
- 10. The decrease in appropriation receipts reflects the deferral of program funds to 2015–16; funding transferred to Administered Items during the year and an appropriation payable at the end of the year. These reductions were offset by funds received in 2014–15 for appropriation receivable at 30 June 2014.

Administered Items

- 11. The increase in appropriation reflects additional funding provided for the 2015 payment to the Western Cape Communities Trust under the Western Cape Communities Co-existence Agreement plus additional funding provided to the Family Responsibilities Commission (FRC) for the expansion into Doomadgee.
- 12. The increase in grants and other contributions relates to a change in the treatment of federal funding received for the FRC from Controlled to Administered.
- 13. The increase in grants and subsidies expense reflects additional funding provided for the 2015 payment to the Western Cape Communities Trust under the Western Cape Communities Co-existence agreement; additional funding provided to the FRC for the expansion into Doomadgee during 2014–15 and the payment of the Federal Government contribution to the FRC.

Certificate of the Department of Aboriginal and Torres Strait Islander Partnerships

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

- a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander Partnerships for the financial year ended 30 June 2015 and of the financial position of the department at the end of that year; and
- c) these assertions are based on an appropriate system of internal controls and risk management processes being effective, in all material respects, with respect to financial reporting throughout the reporting period.

Colleen Orange B.Bus FCPA
Chief Finance Officer

Department of Aboriginal and Torres Strait Islander Partnerships

27 August 2015

Clare O’Connor BA MA
Director-General

Department of Aboriginal and Torres Strait Islander Partnerships

27 August 2015



Independent Auditor’s report

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

Report on the Financial Report

I have audited the accompanying financial report of the Department of Aboriginal and Torres Strait Islander Partnerships, which comprises the statement of financial position and statement of assets and liabilities by major departmental services as at 30 June 2015, the statement of comprehensive income, statement of changes in equity and statement of cash flows and statement of comprehensive income by major departmental services for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certificates given by the Director-General and Chief Finance Officer.

The Accountable Officer’s Responsibility for the Financial Report

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

Auditor’s Responsibility

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

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

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

Independence

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

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

Opinion

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

- a)

I have received all the information and explanations which I have required; and
- b)

in my opinion –

(i)

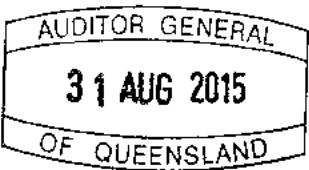
the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and

(ii)

the financial report presents a true and fair view, in accordance with the prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander Partnerships for the financial year 1 July 2014 to 30 June 2015 and of the financial position as at the end of that year.

Other Matters – Electronic Presentation of the Audited Financial Report

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



A M GREAVES FCA FCPA
 Auditor-General of Queensland

Queensland Audit Office
 Brisbane





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Acronyms

AASB	Australian Accounting Standards Board	IACS	Internal Audit and Compliance Services
ACC	Agency Consultative Committee	IBIS	Islanders Board of Industry and Service
AMPs	Alcohol Management Plans	ICT	Information and Communications Technology
ARC	Audit and Risk Committee	ILUA	Indigenous Land Use Agreement
ASX	Australian Securities Exchange	MOHRI	Minimum Obligatory Human Resources Information
ATO	Australian Taxation Office	MOU	Memorandum of Understanding
BMA	Billiton Mitsubishi Alliance	MP	Member of Parliament
CEO	Chief Executive Officer	NAIDOC	National Aborigines and Islanders Day Observance Committee
CSG	Coal seam gas	NGO	Non-government organisations
Cth	Commonwealth	NPARIH	National Partnership Agreement on Remote Indigenous Housing
CYPAL	Cape York Peninsula Aboriginal land	OAM	Order of Australia Medal
CYWR	Cape York Welfare Reform	PCBU	Persons Conducting a Business Undertaking
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships	PCYC	Police-Citizens Youth Club
DCCSDS	Department of Communities, Child Safety and Disability Services	SES	Senior Executive Service
DOGIT	Deed of Grant in Trust	SIAN	Staff Ideas into Action Network
FBT	Fringe Benefits Tax	SVS	State Valuation Service
FRC	Family Responsibilities Commission	YEP	Youth Employment Program
GIS	Geographic Information System		
GST	Goods and Services Tax		
GLNG	Gladstone Liquefied Natural Gas		

Glossary

Alcohol Management Plans (AMPs)	Alcohol Management Plans (AMPs) are a combination of alcohol supply and demand reduction strategies which aim to reduce alcohol misuse and related harm within an Aboriginal or Torres Strait Islander community. The supply of alcohol (alcohol restrictions, licence conditions, enforcement activities, bans on homebrew, dry-place declarations and Liquor Accords); and the demand for alcohol through service delivery, including those provided under the Alcohol Management Reform Program (rehabilitation services, detoxification services, and sport and recreation services). Each participating community has its own individual AMP. The AMP is not a written plan but rather a set of strategies and services which aim to reduce alcohol-related violence and harm.
Cape York Peninsula Tenure Resolution Program	The Cape York Peninsula Tenure Resolution Program delivers economic opportunities to Aboriginal people and protects the Cape York region’s iconic natural areas and waterways by transferring state-owned land to Aboriginal ownership and establishing joint management of national parks. This program also provides practical support to Aboriginal corporations and land trusts to assist them to develop effective governance, land management and economic activities.
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.
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 (FRC)	The Family Responsibilities Commission supports the establishment of local Aboriginal and Torres Strait Islander authority and the restoration of social norms in Welfare Reform communities.
Islanders Board of Industry and Service (IBIS)	The Islanders Board of Industry and Service is a statutory board established to deliver goods and services, including healthy food at the lowest possible prices, to the communities of the Torres Strait and the Northern Peninsula Area.
Land Use Planning Schemes	Schemes which provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community’s land.



National Aborigines and Islanders Day Observance Committee (NAIDOC)	NAIDOC stands for National Aborigines and Islanders Day Observance Committee. NAIDOC Week is recognised nationwide in the first full week of July and is a time to celebrate Aboriginal and Torres Strait Islander cultures and an opportunity to recognise the contributions that Indigenous Australians make to our country and our society.
National Partnership Agreements	National Partnership Agreements are agreements between the Commonwealth of Australia and 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.
Native Title	Native Title is the recognition by Australian law that some Indigenous people have rights and interests to their land that come from traditional laws and customs.
Queensland Aboriginal and Torres Strait Islander Economic Participation Framework	<p>The Queensland Aboriginal and Torres Strait Islander Economic Participation Framework (the Framework) aims to increase Aboriginal and Torres Strait Islander economic participation through increased employment and business ownership.</p> <p>The Framework sets a basis for Aboriginal and Torres Strait Islander individuals, families and communities, all levels of government, industry and business, as well as the non-government sector to work together to enable Aboriginal people and Torres Strait Islander people to contribute to, and participate in, Queensland’s economy.</p> <p>The Framework will be used to engage with communities, industries and across different levels of government to identify actions and strategies to increase economic participation.</p>
Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan	The Queensland Aboriginal and Torres Strait Islander Economic Participation Action Plan outlines the actions the Queensland Government will take, in partnership with other stakeholders and all levels of government, to achieve the Queensland Aboriginal and Torres Strait Islander Economic Participation Framework’s objectives.
Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework	<p>Cultural capability is the integration of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal people and Torres Strait Islander people. It is demonstrated through knowledge, skills and behaviours.</p> <p>The Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework (the Framework) is underpinned by five principles – valuing culture; leadership and accountability; building cultural capability to improve economic participation; Aboriginal and Torres Strait Islander engagement and stronger partnerships; and culturally responsive systems and services.</p> <p>The Framework is the foundation document that underpins all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same opportunities – economic, education, health, housing and social – as non-Indigenous Queenslanders. It will underpin the way we do business so we can ensure all Aboriginal and Torres Strait Islander Queenslanders can share equally in the future of our great state.</p>

Regional Housing Indigenous Land Use Agreements (ILUA)	An Indigenous Land Use Agreement that covers a number of different future activities, such as social housing leasing, other infrastructure projects and home ownership, which applies across a whole region.
Remote Indigenous Land and Infrastructure Program	Established in July 2009, the program leads the cross-agency coordination required to ensure the efficient delivery of extensive capital works programs in the 16 Indigenous local authority areas in Queensland, and aims to remove barriers to economic and social development by addressing land planning and tenure issues.
Retail Stores	Retail Stores operate in six remote Aboriginal and Torres Strait Islander communities on Doomadgee, Kowanyama, Lockhart River, Palm Island, Pormpuraaw and Woorabinda to provide a quality range of food, drinks and variety products at fair prices.
Social Housing Indigenous Land Use Agreements (ILUA)	An Indigenous Land Use Agreement provides Native Title consent for the state to build new subdivisions and houses but does not include consent for home ownership. It also includes a process to ensure cultural heritage is protected.
Welfare Reform	<p>Welfare Reform is a partnership between the Queensland Government and Australian Government, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.</p> <p>The department has a key role in leading Queensland’s Welfare Reform program to support families and individuals to improve their lives by re-building social norms and re-establishing local authority for Aboriginal people and Torres Strait Islander people living in Welfare Reform communities.</p>



Appendix 1: Our legislation

The functions and powers of the Department of Aboriginal and Torres Strait Islander Partnerships are derived from administering the following Acts of Parliament, in accordance with *Administrative Arrangements Order (No.2) 2015*:

ACT	STATUTORY OBJECTIVE
Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984 (except to the extent administered by the Attorney-General and Minister for Justice and Minister for Training and Skills – Part 4, sections 18–25); (sections 4, 8, 64–67, 70 and 71, jointly administered with the Attorney-General and Minister for Justice and Minister for Training and Skills)	This Act addresses a number of issues impacting on Aboriginal and Torres Strait Islander communities, including the establishment of Community Justice Groups, the establishment of Community Police Officers, entry to trust areas, the regulation of alcohol possession and consumption in community areas, and the establishment of the Island Industries Board. This Act works with the <i>Liquor Act 1992</i> and the <i>Police Powers and Responsibilities Act 2000</i> .
Aboriginal Cultural Heritage Act 2003	The main objective of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage.
Torres Strait Islander Cultural Heritage Act 2003	The main objective of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.
Aboriginal Land Act 1991 (to the extent that it is relevant to the transfer of land as Aboriginal land prior to the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i> and associated transfers of land as Aboriginal land)	The main objective of this Act is to amend the <i>Aboriginal Land Regulation 2011</i> to declare an area of available state land as transferable land.
Land Act 1994 (to the extent that it is relevant to dealing with land associated with the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i> , associated transfers of land as Aboriginal land and actions agreed in Indigenous Land Use Agreements for those lands)	The objective of this Act requires land administered under the Act to be managed for the benefit of the people of Queensland by having regard to seven principles. These principles are: sustainability, evaluation, development, community purpose, protection, consultation and administration.
Family Responsibilities Commission Act 2008	<p>The objectives of this Act are to:</p> <p>(a) support the restoration of socially responsible standards of behaviour and local authority in Welfare Reform community areas</p> <p>(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> <p>The objectives are achieved primarily through the operation of the Family Responsibilities Commission (FRC).</p>

Appendix 2: Service Delivery Statements

2014–15 Performance Statement

The following section provides details of the Department of Aboriginal and Torres Strait Islander Partnerships’ performance against the 2014–15 Budget Paper No. 3 – Service Delivery Statements as at 30 June 2015, including results against annual targets.

Community Participation

Service area objective

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

Service area description

This service area aims to improve the community participation of Aboriginal people and Torres Strait Islander people by delivering policies and programs that result in greater social cohesion, connected communities and more inclusive communities that value other cultures and Queensland’s cultural heritage. This includes the administration of cultural heritage legislation and the support of non-government organisations to deliver programs that strengthen communities.

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS	VARIANCE REPORTING	2014–15 TARGET/ESTIMATE	2014–15 ESTIMATED ACTUAL	2014–15 ACTUAL
Service area: Community Participation				
Percentage of people participating in National Aborigines and Islanders Day Observance Committee (NAIDOC) events who believe that the event enhanced their appreciation for Aboriginal and Torres Strait Islander cultures	n/a	Baseline to be set	94%	94%
Variance reporting – not applicable.				

Note: Service Delivery Statement reporting related to multicultural affairs services can be found in the DCCSDS annual report 2014–15.



Economic participation

Service area objective

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

Service area description

This service area aims to increase the economic participation of Aboriginal people and Torres Strait Islander people in the Queensland economy by delivering policies and programs that result in our customers acquiring in-demand skills, entering and actively participating in the workforce, having more opportunities to secure businesses, to own land and to own their homes. This includes assisting aspiring Aboriginal and Torres Strait Islander home owners to move towards home ownership; transferring identified state-owned land and national parks to formal Aboriginal ownership; improving business opportunities and brokering employment opportunities in various industry sectors; and working in partnership with government and non–government partners to improve skills that are in–demand.

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS	VARIANCE REPORTING	2014–15 TARGET/ESTIMATE	2014–15 ESTIMATED ACTUAL	2014–15 ACTUAL
Service area: Economic Participation				
Number of jobs for Aboriginal people and Torres Strait Islander people facilitated by DATSIP	1	300	832	980
Number of houses made available for ownership by Aboriginal people and Torres Strait Islander people in targeted communities as a result of DATSIP involvement	2	20	30	15
Number of hectares of state-owned land and national parks transferred to Traditional Owners in Cape York Peninsula	3	700,000 ha	775,000 ha	775,000 ha

Variance reporting

1. The increase in the number of jobs facilitated during 2014–15 reflects one-off opportunities realised during the period in key sectors including mining, heath and community care, and hospitality. A large proportion of the additional places came from a small number of employers who had one-off recruitment drives that were leveraged by the department.
2. Ownership of 15 houses has been completed in 2014–15 with a further 15 approved for ownership and awaiting finalisation of documentation.
3. The achievement of the 2015–16 target is subject to the satisfactory completion of a contract with Traditional Owner negotiation representatives. In the absence of this agreement, the national parks transfer part of the program will not proceed.

Appendix 3: Profile of DATSIP Board Members

as at 30 June 2015

NAME	ROLE	PROFILE
James Purtill	Director-General (Chair)	<p><i>Bachelor of Science (Hons), MBA, GAICD</i></p> <p>James Purtill is a senior executive with experience within the public and private sectors. A scientist and business administrator by profession, James has Australian and international experience, has been a Chief Executive Officer in the Queensland Government, a delegate to the United Nations, and was awarded the Prime Minister’s Centenary Medal.</p> <p>In the public sector, James was Director-General of the Queensland Environmental Protection Agency for six years. James also held the position of Queensland Public Service Commissioner for two years. During this tenure, James was the Queensland Government’s community champion for Pormpuraaw and subsequently Mapoon on Western Cape York Peninsula.</p> <p>In the private sector, James was a Director with a large multi-national engineering, procurement and contract management firm, and served as Managing Director for an environmental rehabilitation company. James has also consulted to industry and government on a range of organisational design and environmental management issues. As General Manager Sustainability for an ASX top 20 resources company, James led the community and environmental programs for an \$18 billion project.</p>
Alan Feely	Deputy Director-General, Economic Participation (Member)	<p><i>Bachelor of Agricultural Science</i></p> <p>Alan Feely has more than 20 years’ experience with the New South Wales and Queensland Governments, and more recently, the mining sector.</p> <p>Alan has held a number of senior positions within the land management and environment portfolios across government, and more recently was heavily involved in the oil and gas sector, working for Santos on its Queensland Gladstone Liquefied Natural Gas (GLNG) and New South Wales Coal Seam Gas (CSG) Projects.</p>
Ron Weatherall	Deputy Director-General, Community Participation (Member)	<p><i>Bachelor of Business (Accounting)</i></p> <p>Ron Weatherall is a Kamilaroi Murri from South West Queensland with a career that has spanned 20 years in both the public and private sectors.</p> <p>Ron is intent on making sure Aboriginal people and Torres Strait Islander people are not left behind by providing strategic leadership and direction in the field of Aboriginal and Torres Strait Islander social policy development, with a particular focus on employment, vocational education and training.</p>
Greg Anderson	Acting Executive Director, Community Participation (Member)	<p><i>Diploma of Business</i></p> <p>Greg Anderson has held senior positions in the Queensland Public Service for the past 15 years, in the Department of the Premier and Cabinet, DATSIP and its predecessor agencies.</p> <p>Greg was the Regional Director for DATSIP’s North Queensland Region for nine years and has held this current role for the past 15 months.</p>



NAME	ROLE	PROFILE
Allen Cunneen	Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)	<p>Allen Cunneen has extensive experience in project management and contract management services. Allen spent 36 years in the Department of Housing and Public Works prior to joining the former Department of Communities (Aboriginal and Torres Strait Islander Services) in 2009.</p> <p>Allen was awarded an Order of Australian Medal (OAM) in 2006 for Infrastructure Planning after Tropical Cyclone Larry.</p>
Walter (Wally) Tallis	Acting Executive Director, Economic Participation (Member)	<p>Wally Tallis is of South Sea and Torres Strait Islander heritage with a family connection to the BirrGubbah people of North Queensland.</p> <p>Wally has extensive experience in Aboriginal and Torres Strait Islander affairs, engagement and project management within the private and public sectors. Wally has held senior positions in government over the last six years within previous iterations of DATSIP.</p>
Matthew Skoien	Executive Director, Corporate and Client Services (Member)	<p><i>Bachelor of Arts (Hons), Graduate Certificate (Capital Project Management)</i></p> <p>Matthew Skoien has held a range of policy, program and corporate positions in the Queensland and Australian public sectors for the last 20 years.</p> <p>From 1992 to 2000, Matthew worked in the Australian Department of Defence in policy development, program review and intelligence, and spent three years on exchange with the US Department of Defence. Since 2000, Matthew has worked for the Queensland Government in the Department of the Premier and Cabinet, Department of Communities and the Department of Environment and Resource Management, before joining DATSIP in April 2012.</p>
Brian Carroll	Acting Executive Director, Corporate and Client Services (Member)	<p><i>Bachelor of Commerce, Associate Diploma in Industrial Relations, CofDec</i></p> <p>Brian has more than 45 years' work experience in the public and private sectors, and has held senior executive positions in central agencies, line agencies and service providers for the past 20 years. Brian is also an experienced consultant, providing change and organisational development services to a range of government agencies and statutory authorities.</p> <p>Brian has a strong commitment to developing and growing our human resources, and sees staff as our most important asset.</p>

Appendix 4: DATSIP Board and departmental committees

DATSIP BOARD	
Roles and responsibilities	<p>The DATSIP 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 departmentstrategic management of the department's performance.
Membership	<ul style="list-style-type: none">Director-General, Department of Aboriginal and Torres Strait Islander Partnerships (Chair)Deputy Director-General, Economic Participation (Member)Deputy Director-General, Community Participation (Member)Executive Director, Community Participation (Member)Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)Executive Director, Economic Participation (Member)Executive Director, Reparations (Member)Executive Director, Corporate and Client Services (Member)Regional representative for the Health, Safety and Wellbeing Steering Committee only (Member).
Meeting frequency	<p>The DATSIP Board meets five times a year, including four regular meetings and a 'Strategy Day'.</p>

EXECUTIVE LEADERSHIP TEAM	
Roles and responsibilities	<p>The Executive Leadership Team has responsibility for managing the critical and emerging business and operational issues that impact on the department and its functions.</p>
Membership	<ul style="list-style-type: none">Director-General, Department of Aboriginal and Torres Strait Islander Partnerships (Chair)Deputy Director-General, Economic Participation (Member)Deputy Director-General, Community Participation (Member)Executive Director, Community Participation (Member)Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)Executive Director, Economic Participation (Member)Executive Director, Corporate and Client Services (Member)Executive Director, Reparations (Member).
Meeting frequency	<p>The Executive Leadership Team meets weekly.</p>



DATSIP REGIONAL SERVICE DELIVERY FORUM	
Roles and responsibilities	<p>The DATSIP Regional Service Delivery Forum is responsible for managing emerging business and operational issues that impact on regional service delivery. The forum ensures the integration of programs, policy and regional activities internally and across government.</p> <p>The primary roles of the DATSIP Regional Service Delivery Forum are:</p> <p>Strategic discussions on upcoming policies or programs and regional implications</p> <ul style="list-style-type: none">• identify and resolve strategic issues that impact all or many regions• ensure regional implications are identified and captured during the development of new policies and programs• ensure regional directors are involved in whole-of-government policy and program development that has an impact on customers and regional service delivery• streamline and implement best practice across all regions. <p>Corporate services activities and day-to-day/general business that impacts on multiple regions</p> <ul style="list-style-type: none">• set regional objectives based on DATSIP’s strategic plan and monitor and manage these objectives• manage day-to-day regional service delivery implementation and operational issues.
Membership	<ul style="list-style-type: none">• Director-General, Department of Aboriginal and Torres Strait Islander Partnerships (Chair)• Deputy Director-General, Economic Participation (Member)• Deputy Director-General, Community Participation (Member)• Executive Director, Community Participation (Member)• Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)• Executive Director, Economic Participation (Member)• Executive Director, Corporate and Client Services (Member)• Executive Director, Reparations (Member)• Regional Director, Torres Strait (Member)• Regional Director, Far North Queensland (Member)• Regional Director, North Queensland (Member)• Regional Director, Central Queensland (Member)• Regional Director, South East Queensland (North) (Member)• Regional Director, South East Queensland (South) (Member)• Regional Director, South West Queensland (Member).
Meeting frequency	<p>The DATSIP Regional Service Delivery Forum meets four times a year.</p>

AUDIT AND RISK COMMITTEE	
Roles and responsibilities	<p>The primary role of the Audit and Risk Committee (ARC) is to provide independent assurance and assistance to the Director-General and DATSIP Board on the department’s risk, control and compliance frameworks, and to assist in the discharge of the Director-General’s financial management responsibilities imposed under the <i>Financial Accountability Act 2009</i>, <i>Financial Accountability Regulation 2009</i> and the <i>Financial and Performance Management Standard 2009</i>.</p> <p>The ARC’s role includes:</p> <ul style="list-style-type: none">• assessing the audit sub-program activity, for example, reviewing and monitoring internal audit reports and action taken• reviewing the performance of organisational areas in respect to action taken on audit recommendations (both internal and external)• reviewing the department’s financial statements• oversight of the adequacy of the department’s internal control framework through the internal and external audit functions• reviewing 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. <p>The ARC was established in accordance with Section 35 of the <i>Financial and Performance Management Standard 2009</i>, at the direction of the Director-General and reports directly to the Director-General.</p> <p>The ARC has observed the terms of its charter and had due regard to Queensland Treasury’s Audit Committee Guidelines.</p>
Membership	<ul style="list-style-type: none">• Executive Director, Corporate and Client Services (Chair)• Deputy Director-General, Community Participation (Member)• Executive Director, Cultural Diversity Queensland, former Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Member) (Executive Director, Cultural Diversity Queensland position was transferred to the Department of Communities, Child Safety and Disability Services as part of the machinery-of-government changes in February 2015 which took effect at 1 March 2015)• Executive Director, Governance and Strategy, Corporate Services, Department of Environment and Heritage Protection (External Member)• Director-General, Department of Aboriginal and Torres Strait Islander Partnerships (Special Invitee)• Chief Finance Officer, Department of Aboriginal and Torres Strait Islander Partnerships (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	<p>The Audit and Risk Committee meets quarterly with an additional meeting scheduled in August to approve annual financial statements.</p>



HEALTH, SAFETY AND WELLBEING SUB-COMMITTEE	
Roles and responsibilities	<p>Under the <i>Work Health and Safety Act 2011</i> 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 for the department is the Director-General.</p> <p>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.</p> <p>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 DATSIP.</p> <p>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 DATSIP Board.</p> <p>The primary role of the Health, Safety and Wellbeing Sub-Committee is to:</p> <ul style="list-style-type: none">consider and recommend strategies and employee initiatives relating to the eight core health, safety and wellbeing functions that provide the framework for the agency to work within. The eight core health, safety and wellbeing functions are:<ul style="list-style-type: none">planning and developmentrisk managementconsultation and networkingworkplace assessment and inspectioneducation and awarenesshealth, safety and wellbeing, and workers compensation performance reportingincident and injury managementemployee assistance and wellbeing.
Membership	<ul style="list-style-type: none">Executive Director, Corporate and Client Services (Chair)Executive Director, Economic Participation (Member)Director, Workforce and Corporate Support (Member)Director, Retail Stores (Member)Regional Director, North Queensland Region (Member)Principal Project Officer, Human Resources (Member).
Meeting frequency	The Health, Safety and Wellbeing Sub-Committee meets quarterly.

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



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

STAFF IDEAS INTO ACTION NETWORK	
Roles and responsibilities	<p>The purpose of the Staff Ideas into Action Network (SIAN) is to provide all DATSIP staff with the opportunity to work together across all levels and locations to improve the way the department delivers its services and to improve customer outcomes.</p> <p>SIAN forms part of DATSIP’s commitment to staff professional development and creating a capable, agile and innovative organisation.</p> <p>The role of the SIAN is to:</p> <ul style="list-style-type: none">• identify new customer focused opportunities/initiatives to improve customer outcomes• identify opportunities for outcomes–based collaboration within DATSIP and between DATSIP and our strategic partners (customers, corporates, non–government organisations [NGOs], other agencies and governments)• implement a network program of work within specified timeframes• market and communicate the work of the network and achievements and strategic direction of DATSIP to staff and external stakeholders, where appropriate• provide progress reports to the Office of the Director-General and the DATSIP Executive Leadership Team periodically.
Membership	<ul style="list-style-type: none">• Departmental Innovation Champion, A/Executive Director, Community Participation (Chair) <p>Members may be from a range of workgroup across the department including:</p> <ul style="list-style-type: none">– Economic Participation– Community Participation– Regions (Torres Strait, Far North Queensland, North Queensland, Central Queensland, South West Queensland, South East Queensland [North], South East Queensland [South])– Remote Indigenous Land and Infrastructure Program Office– Corporate and Client Services– Office of the Director-General. <p>Representation from each workgroup across the department is not mandatory.</p>
Meeting frequency	<p>The Staff Ideas into Action Network meets monthly.</p>



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

Appendix 5: Statutory Authorities

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

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



Appendix 6: Government Boards and Committees

CAPE YORK WELFARE REFORM ADVISORY BOARD	
Role, function and responsibilities	The purpose of the Cape York Welfare Reform Advisory Board (the Board) is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander Partnerships 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 2014–15	<div>In 2014–15, the Board:<ul style="list-style-type: none">monitored the progress of the previously agreed Youth Engagement Strategydetermined options for the future governance of Welfare Reformheld workshops to design the next phase of Welfare Reform.</div>
Total remuneration payments and on-costs	N/A

FAMILY RESPONSIBILITIES BOARD	
Role, function and responsibilities	The purpose of the Family Responsibilities Board (the Board) is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander Partnerships about the operation of the Family Responsibilities Commission (FRC). For example, actions that 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 2014–15	<div>In 2014–15, the Board:<ul style="list-style-type: none">reviewed the implementation of the FRC to Doomadgeedeveloped a submission to enable local commissioners further authority to conference without the FRC Commissioneraddressed administration issues with the school attendance ‘trigger’ in Aurukun and Doomadgee.</div>
Total remuneration payments and on-costs	N/A

REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD	
Role, function and responsibilities	<p>The Remote Indigenous Land and Infrastructure Program Board (the Board) was established to oversee the development and implementation of program deliverables and govern all the work of the Program Office from a whole-of-government perspective. It brings together representatives from both state and Australian government agencies involved in remote capital works projects and resolves cross-agency issues and risks affecting the deliverables of the Program Office. This governance structure is of critical importance to the implementation of the Program Office approach. Additionally, Partnership Board meetings bring Mayoral representation from Indigenous Shire Councils to this governance structure.</p> <p>All member agencies agreed on protocols that define the process with which all departments interact on relevant projects. Without this agreement, the targets of the Queensland Government’s Remote Indigenous Housing program would not be achieved.</p> <p>The role of the Board’s members include:</p> <ul style="list-style-type: none">Accountability for the implementation of program deliverables.Resolution of cross-agency issues and whole-of-government risks and issues affecting deliverables.Leadership and decision-making.Promotion of the aims and progress of the Program Office across government and within their own department.Reporting on agency progress towards deliverables.Informing board members of related projects and strategic issues of relevance.Approving and adjusting business plan and terms for reference as required.Representing and reporting back to their respective Minister.
Achievements for 2014–15	<div>In 2014–15, the Board:<ul style="list-style-type: none">Guided the development and implementation of the Queensland Government’s coordinated capital works framework to maximise Aboriginal people and Torres Strait Islander people’s employment, training and business development opportunities from the investment. Established a Senior Officers Working Group to develop and monitor a whole-of-government schedule of capital works for discrete communities in support of this framework.Worked with all relevant Queensland Government agencies to remove barriers to resolving outstanding Land Holding Act entitlements.Oversaw the development of a freehold pilot program and the selection of Aboriginal and Torres Strait Islander trustees to participate in the program.</div>
Total remuneration payments and on-costs	N/A



Public availability of report


This annual report is available at www.datsip.qld.gov.au/publications-governance-resources/corporate-publications/annual-report.-

Further enquiries

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Online information

Additional 2014–15 performance information in relation to the following topics is available through the Queensland Government Open Data website (www.qld.gov.au/data):

- Consultancies
- Overseas travel.

We value your feedback

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

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



