

FINAL REPORT

1 JULY 2020 – 12 NOVEMBER 2020



Department of Aboriginal and Torres Strait Islander Partnerships

16 March 2021

The Honourable Craig Crawford MP
Minister for Aboriginal and Torres Strait Islander Partnerships
PO Box 15457
CITY EAST QLD 4002

Dear Minister

I am pleased to submit for presentation to the Parliament, the Final Report for the Department of Aboriginal and Torres Strait Islander Partnerships for the period 1 July 2020 to 12 November 2020.

Following the Machinery of Government changes implemented on 12 November 2020, the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) was abolished as a department. The functions of the former DATSIP were transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships.

The final report outlines the activities and achievements of the former Department of Aboriginal and Torres Strait Islander Partnerships for the reporting period 1 July 2020 to 12 November 2020.

I certify that this final report complies with the:

- prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the Queensland Government's annual reporting requirements is provided at page 79 of this annual report.

Yours sincerely



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

Contents

5 Strengthen capability, innovation and governance

How we do it	26
Snapshot of achievements	26
Strengthen capability, innovation and governance	27
Our people	27
Corporate governance arrangements	29

4 Design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders

How we do it	22
Snapshot of achievements	22
Design policies, programs and services	23
Work with remote and discrete Aboriginal and Torres Strait Islander communities	23
Closing the Gap	23
A renewed approach to Alcohol Management Plans	24
Supporting safe communities	24
Enabling Aboriginal and Torres Strait Islander children and families to thrive	24
Social Reinvestment pilot program	25
Ministerial and Government Champions program	25
Cultural Capability Framework	25

3 Support safe, caring and connected communities that value culture and heritage

How we do it	18
Snapshot of achievements	18
Safe, caring and connected communities	19
Aboriginal and Torres Strait Islander cultural heritage	19
Review of the Cultural Heritage Acts	19
Community and personal history services	19
Recognition of Torres Strait Islander traditional child-rearing practice	20
Aboriginal and Torres Strait Islander languages	20
Queensland Government Reconciliation Action Plan	21
Culturally significant events	21
Celebrating Reconciliation Small Grants Program	21

2 Influence positive service delivery and economic outcomes

How we do it	12
Snapshot of achievements	12
Positive service delivery and economic outcomes	13
Maximising job opportunities	13
Youth Employment Program candidates	13
Moving Ahead strategy	14
Whole-of-government Integrated Capital Works program	14
Infrastructure and construction	14
Employment opportunities— infrastructure projects within remote and discrete communities	15
Employment opportunities— infrastructure projects outside remote and discrete communities	15
Working in partnership	15
Whole-of-government land tenure	15
Home ownership	16
Master planning	16
Town planning	16
Community survey programs	17
Indigenous Land Use Agreements	17
Retail Stores	17

1 About our department

Message from the Director-General	v
Reframing the relationship	vi
Machinery of Government changes	1
Our vision	1
Our purpose	1
Our partners	1
Our approach	1
Our people, values and behaviours	1
Embedding the Queensland public service values	1
Our contribution to Queensland Government's objectives	1
Our SOLID culture	2
Our strategy	3
Our organisational structure	5
Our executive management	6
Our services	7
Our governance	8
Our operating environment	9
Our strategic risks and opportunities	9

Acknowledgement

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

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

We are committed to working with, representing, advocating for and promoting the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and give hope for the future, we walk together on our shared journey of reconciliation where all Queenslanders are equal and the diversity of Aboriginal and Torres Strait Islander cultures and communities across Queensland are fully recognised, respected and valued by all Queenslanders.

8 Appendices

Appendix 1: Glossary	66
Appendix 2: Our legislation	68
Appendix 3: Department boards and committees	69
Appendix 4: Service Delivery Statements	74
Appendix 5: Government bodies	78
Appendix 6: Compliance checklist	79
Public availability of report	80
Contact details	80

7 Financial Statements

Statement of Comprehensive Income	36
Statement of Financial Position	37
Statement of Changes in Equity	38
Statement of Cash Flows	39
Statement of Comprehensive Income by Major Departmental Services	41
Statement of Assets and Liabilities by Major Departmental Services	42
Department of Aboriginal and Torres Strait Islander Partnerships Management Certificate	61
Independent Auditor's Report	62

6 Financial performance

Chief Finance Officer's report	31
Summary of financial performance	32
Income received	32
Expenses incurred	32
Positive financial position in 2020–2021	33
Assets held	33
Administered items	34

Message from the Director-General

I would like to acknowledge those who came before us, and to thank the Aboriginal and Torres Strait Islander leaders, advocates, trailblazers, communities and all of our staff for their ongoing commitment, dedication and passion in working together towards a shared vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically.

I am pleased to present the final report for the Department of Aboriginal and Torres Strait Islander Partnerships. As a result of Machinery of Government changes following the 2020 Queensland State election, the functions of the department have been merged into the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships.

The report details the achievements, performance and financial position for the period 1 July 2020 to 12 November 2020.

During the reporting period, the department proudly led Queensland Government efforts to reframe the relationship with Aboriginal peoples and Torres Strait Islander peoples.

Amid the unique challenges and opportunities from the global COVID-19 pandemic, we worked together to enable more Aboriginal and Torres Strait Islander Queenslanders to thrive culturally, socially and economically.

We partnered closely with Aboriginal and Torres Strait Islander leaders, families and communities to deliver several historic milestones— from launching the state’s first dedicated Aboriginal and Torres Strait Islander languages policy, to introducing the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* to bridge the gap between traditional lore and western law for caregivers and children from extended Torres Strait Islander families.

We continued to implement the Local Thriving Communities (LTC) reform to bring decision-making closer to Aboriginal and Torres Strait Islander communities. This included developing an LTC implementation plan to guide the next steps.

We continued to honour the connection between language, identity and wellbeing through the Queensland Government Indigenous Languages Grants program for 2020.

As this report details, we achieve tremendous outcomes when we work together.

I would like to once again take this opportunity to thank the department’s employees for their professionalism, dedication, and their commitment to enabling community-led decision-making, to ensure programs and services support the needs and aspirations of Queenslanders of all ages, abilities and cultures.

Dr Chris Sarra

Director-General of the former
Department of Aboriginal and Torres Strait Islander Partnerships

Reframing the relationship

On 14 July 2019, the Queensland Government launched Tracks to Treaty—Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders; comprising Path to Treaty and Local Thriving Communities, and signed the historic Statement of Commitment to give effect to this reframed relationship.

Starting the conversation for a Path to Treaty and Local Thriving Communities marked the first steps in an historic journey to develop a process for statewide agreement with First Nations Queenslanders and fundamentally change the way services are delivered in Aboriginal and Torres Strait Islander communities across the state.

As a state, we are progressing reforms that acknowledge the past injustices of policies and programs that have adversely impacted the lives of Aboriginal peoples and Torres Strait Islander peoples. In recognising and celebrating the valuable contribution of Aboriginal peoples and Torres Strait Islander peoples, Queenslanders have contributed to the reconciliation journey towards a future where actions speak louder than words. This is our opportunity to recognise the past, and reset the relationship with Aboriginal and Torres Strait Islander Queenslanders for a reconciled shared future.

Local Thriving Communities

Local Thriving Communities is the Queensland Government's mechanism to implement its response to the Queensland Productivity Commission's Inquiry into *service delivery in remote and discrete Aboriginal and Torres Strait Islander Communities*.

A key element of Local Thriving Communities implementation is for the Queensland Government to undertake a whole-of-government reform process to recognise and initiate structural reform of its governance, policies and processes to transform itself into an 'enabler' and bring decision-making closer to the community. This includes working with other agencies to co-design services with communities and embrace local leadership and decision-making.

Pathway to Local Decision Making

The Pathway to Local Decision Making is a commitment to work in genuine partnership with Aboriginal and Torres Strait Islander communities, recognising the distinct cultural rights of Aboriginal peoples and Torres Strait Islander peoples as promoted and respected in the Queensland *Human Rights Act 2019*, and the principles of free, prior and informed consent and self-determination.

Developed through research, co-design and consultation with communities and government stakeholders, the Pathway to Local Decision Making and supporting toolkit enables local communities to determine and define for themselves how they want to engage with Local Thriving Communities. This provides a benchmark for how government and community can work together to support community aspirations and local needs.

Local Thriving Communities Implementation Plan

Feedback from consultations with communities and governance bodies has informed an Implementation Plan, endorsed by the Queensland Government in September 2020.

As part of the implementation plan, work is underway to co-design the first whole-of-government Action Plan with representatives from across the Queensland Government as well as through ongoing engagement with local and Commonwealth governments and remote and discrete Aboriginal and Torres Strait Islander communities. The first Action Plan will build capability for both communities and government through existing mechanisms.

Key priorities include:

- investment mapping
- whole-of-government capacity building
- standing up early adopter communities
- mapping existing legislative and procurement frameworks
- sharing data and developing a monitoring and evaluation framework.

Path to Treaty

In August 2019, an independent Eminent Panel of Aboriginal and Torres Strait Islander and non-Indigenous Queenslanders, supported by a Treaty Working Group, was appointed to oversee the Path to Treaty consultations and provide leadership and advice to the Queensland Government on recommendations for a Path to Treaty for Queensland.

A consultation paper was launched on 13 September 2019 inviting all Queenslanders to have their say and join the conversation on what a Path to Treaty might involve.

Next steps to Path to Treaty

As the first of many conversations, Path to Treaty feedback expressed overwhelming support for a treaty-making process, with truth telling and honesty about our shared history to be at the heart of the treaty process.

Informed by findings outlined in the Treaty Working Group report, the Eminent Panel reported back to government in February 2020, with supplementary advice prepared in May 2020 that acknowledged the impact of COVID-19 on the timing of the next steps.

The government response to the Eminent Panel recommendations, including a Treaty Statement of Commitment, was tabled in Parliament and publicly released by the Premier in August 2020.

While community consultations were a significant first step, we acknowledge this is the beginning of the journey—one which will benefit all Queenslanders. The Path to Treaty provides for greater recognition, celebration and learning from First Nations peoples. It represents a significant step forward in reframing the relationship and duly recognises Aboriginal and Torres Strait Islander Queenslanders as the First Nations peoples of this land we now share.

Machinery of Government changes

On 12 November 2020, the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) was abolished following a Machinery of Government change as per the *Administrative Arrangements Order (No. 2) 2020*. The functions of the department were transferred to the renamed Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. As a result, this is the final report for DATSIP on the activities and achievements of the department for the period 1 July 2020 to 12 November 2020.

Our vision

Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically.

Our purpose

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

Our partners

- Aboriginal and Torres Strait Islander Queenslanders living in urban, regional, rural and remote communities
- Companies, non-government organisations, and peak bodies across economic and community sectors
- Australian, Queensland and Local Governments.

Our approach

The thriving agenda is supported by building strong partnerships to ensure we deliver innovative, culturally appropriate, well-considered services for Aboriginal and Torres Strait Islander Queenslanders.

- T**reaties and agreement making
- H**ealing and truth telling
- R**elationships anchored by high expectations
- I**nvesting in and embracing local leadership
- V**ibrant cultures and communities
- I**nnovative policy and programs
- N**egotiated solutions to complex challenges
- G**uaranteed service outcomes.

Our people, values and behaviours

Built on our SOLID culture, we have an exceptional sense of who we are, what we do and why we do it.

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

Embedding the Queensland public service values

We are committed to a way of working where:

- leaders and employees make decisions based on the values
- leaders demonstrate the values as role models for employees
- we prioritise quality, inclusion, diversity, creativity, and collaboration every day.

The following five values guide our behaviour and the way we do business:

Customers first

- Know your customers
- Deliver what matters
- Make decisions with empathy.

Ideas into action

- Challenge the norm and suggest solutions
- Encourage and embrace new ideas
- Work across boundaries.

Unleash potential

- Expect greatness
- Lead and set clear expectations
- Seek, provide and act on feedback.

Be courageous

- Own your actions, successes and mistakes
- Take calculated risks
- Act with transparency.

Empower people

- Lead, empower and trust
- Play to everyone's strengths
- Develop yourself and those around you.

Our contribution to Queensland Government's objectives

The department contributed to the government's objectives for the community *Our Future State: Advancing Queensland's Priorities*: Create jobs in a strong economy; Give all our children a great start and keep communities safe; and Be a responsive government.

Our SOLID culture



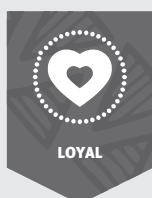
Strengths based

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



Open

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



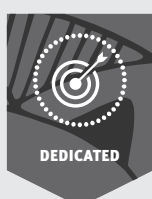
Loyal

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



Innovative

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



Dedicated

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

Our strategy

The vision for DATSIP was to ensure Aboriginal and Torres Strait Islander Queenslanders are thriving—culturally, socially and economically. The department’s purpose was to lead change through enhanced relationships and improve decision-making across government, to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

OBJECTIVES	1. Influence positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders	2. Support safe, caring and connected communities that value culture and heritage
KEY PERFORMANCE INDICATORS	<p>Increase in:</p> <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander Queensland businesses securing government and industry procurement Value of government procurement from Aboriginal and Torres Strait Islander businesses Aboriginal and Torres Strait Islander job placements Aboriginal and Torres Strait Islander successful job outcomes – employment over 3 months and 6 months Number of houses made available for ownership through Queensland Government investment. 	<p>Increase in customer satisfaction with:</p> <ul style="list-style-type: none"> Cultural heritage services Community and personal histories services.
STRATEGIES	<p>Improve local knowledge and access to Queensland Government led policies and initiatives by all Aboriginal and Torres Strait Islander Queenslanders.</p> <p>Maximise employment opportunities by integrating employment programs, agreements and projects for on-the-job and post-placement opportunities to be delivered by local Aboriginal and Torres Strait Islander leaders.</p> <p>Influence government agencies to:</p> <ul style="list-style-type: none"> broker job and training opportunities for Aboriginal and Torres Strait Islander Queenslanders in urban, rural and remote communities coordinate responses to job placement and economic need consider business and employment opportunities for Aboriginal peoples and Torres Strait Islander peoples through strategic procurement. <p>Partner with Aboriginal and Torres Strait Islander communities to:</p> <ul style="list-style-type: none"> coordinate and deliver informed capital investment projects provide land administration support services to trustees explore opportunities with trustees to secure land tenure for existing and emerging businesses. <p>Invest and build on community strengths to:</p> <ul style="list-style-type: none"> increase home ownership by Aboriginal and Torres Strait Islander Queenslanders advance small business growth in Aboriginal and Torres Strait Islander communities throughout Queensland. 	<p>Facilitate partnerships with government agencies to identify services that can be delivered by Aboriginal and Torres Strait Islander communities to meet community needs.</p> <p>Facilitate working partnerships with Aboriginal and Torres Strait Islanders to:</p> <ul style="list-style-type: none"> build on and embrace community strengths, culture and heritage support programs and projects that have been co-designed and ensure service outcomes. <p>Ensure legislative framework values and protects culture and heritage.</p> <p>Maximise opportunities to support and value Aboriginal and Torres Strait Islander Queenslanders' history, culture and language.</p> <p>Work with Aboriginal and Torres Strait Islander Queenslanders to build civic pride, culture, heritage and celebration in engagement programs delivered to the community by the community.</p> <p>Lead the implementation of the whole-of-government Reconciliation Action Plan to promote reconciliation.</p> <p>Build cultural capability across the public sector to help agencies develop and implement cultural capability in their own departments.</p>

To deliver on its vision and contribute to the government's objectives for the community, the department focussed its efforts on four strategic objectives.

3. Design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders	4. Strengthen capability, innovation and governance	OBJECTIVES
<p>Efficiency in policy development:</p> <ul style="list-style-type: none"> • Total cost per hour of economic participation policy • Total cost per hour of community participation policy. 	<ul style="list-style-type: none"> • Increase in workforce diversity • Program and project performance against budget allocation (the purpose of this measure is to ensure the department achieves its organisational objectives within budget) • Cultural Capability Action Plan deliverables implemented • Reconciliation Action Plan deliverables implemented. 	KEY PERFORMANCE INDICATORS
<p>Partner with communities and government agencies to develop innovative policies and programs that focus on Aboriginal and Torres Strait Islander priorities.</p> <p>Establish strong lines of communication to support the co-design process, and keep people informed of the progress of our journey together, from policy to implementation.</p> <p>Create community foundations for future generations by providing a strategy to ensure a vibrant economy and healthy community.</p> <p>Influence government and partners to develop solutions and a way forward on complex challenges.</p> <p>Develop relationships based on healing and truth telling with Aboriginal and Torres Strait Islander Queenslanders to:</p> <ul style="list-style-type: none"> • anchor relationships and agreed outcomes for both the government and the community • develop pathways with Aboriginal and Torres Strait Islander Queenslanders to be decision-makers with and through government • agree that decisions on service delivery have service outcomes, with accountability and evaluation. 	<p>Strengthen performance through contemporary governance best practice.</p> <p>Deliver corporate solutions and systems that are fit for purpose, managed and streamlined in a consistent manner (Brisbane, regions and remotes).</p> <p>Deliver staff engagement programs.</p> <p>Embed the cultural capability framework within the department's governance mechanisms.</p> <p>Maintain respectful relationships and cultural considerateness that promote trust and accountability to achieve results.</p> <p>Partner with government agencies, industry and the broader community to establish effective networks that foster collaboration.</p> <p>Build on and maintain workforce capability that is outcomes focussed to consistently deliver service expectations.</p>	STRATEGIES

Our organisational structure

as at 12 November 2020



Our executive management

as at 12 November 2020

DR CHRIS SARRA

Director-General

Dr Chris Sarra commenced as the Director-General of the Department of Aboriginal and Torres Strait Islander Partnerships in August 2018.

He holds a Bachelor of Education, Master of Education, Executive Master in Public Administration, and a PhD in Psychology.

Dr Sarra founded the Stronger Smarter Institute in 2005, which works with schools and community leaders across Australia to deliver the stronger smarter approach to Aboriginal and Torres Strait Islander students.

Dr Sarra is a Fellow of the School of Ethical Leadership and the Melbourne Business School and has also completed the Australian Institute of Company Directors Diploma and the Australian Institute of Company Directors Diploma of International Business.

He was named Queenslander of the Year in 2004, and was Queensland's Australian of the Year in 2010. In 2016, Dr Sarra was named the NAIDOC Person of the Year in recognition of his efforts to improve Aboriginal educational outcomes throughout Australia. He received the Anthony Mundine Award for Courage at the National Indigenous Human Rights Awards in 2017.

DR IAN MACKIE

A/Deputy Director-General
Culture and Economic Participation

Dr Ian Mackie has had a long and fruitful career working across the public, private and community sectors. He has been a teacher, administrator, trade union leader, public servant and member of a number of important public boards. Specifically, in the Aboriginal and Torres Strait Islander sphere, he has worked as the Principal of Aurukun State School and Head of Western Cape College.

He was also Assistant Director-General of Indigenous Education and Training Futures (Education Queensland), where he endeavoured to bring new thinking to Aboriginal and Torres Strait Islander education. This task led to him undertaking a doctoral dissertation on reform and innovation in this field, where he has given a number of public talks and published articles in refereed journals. Dr Mackie is also an Adjunct Professor at Queensland University of Technology.

Dr Mackie took up his present position as Deputy Director-General, Culture and Economic Participation in the Department of Aboriginal and Torres Strait Islander Partnerships in August 2018. Here he has endeavoured to draw upon his extensive professional experience and contacts within Aboriginal and Torres Strait Islander communities to ground the Thriving Communities agenda within sound practice and theory.

MS KATHY PARTON

Deputy Director-General
Policy and Corporate Services

Ms Kathy Parton is a senior executive with more than 15 years' experience in government, working across departments and statutory bodies.

Prior to joining the Department of Aboriginal and Torres Strait Islander Partnerships in 2019, Ms Parton held Deputy Director-General roles in the Department of Local Government, Racing and Multicultural Affairs and the Department of Infrastructure, Local Government and Planning, where she specialised in leading policy and legislation reform, and overseeing governance and corporate services.

Ms Parton also spent three years leading communication and strategic engagement at the Queensland Reconstruction Authority, a statutory body established following the 2010–2011 Queensland floods. She previously managed communications and media for the Department of the Premier and Cabinet, and led the Queensland Government's Crisis Communication Network in the wake of the 2010–2011 floods and Cyclone Yasi. Ms Parton has qualifications in communications and journalism, postgraduate study in writing, editing and publishing, and has completed the Australian Institute of Company Directors course.

MR TIMOTHY HODDA

Chief Finance Officer

Mr Tim Hodda has extensive experience in state government business management services, including the positions of Chief Finance Officer for the former Department of Child Safety 2005–2009, and more recently as the Chief Finance Officer with this department from late 2017.

Mr Hodda was awarded the Director-General's Choice Award at the 2020 DATSIP Staff Excellence Awards, in recognition of his leadership, commitment and professionalism.

Mr Hodda is a Fellow of Certified Practising Accountants (CPA) Australia and has a Bachelor of Business Accountancy and postgraduate qualifications in business administration, including an MBA.

OTHER MEMBERS

Our DATSIP Board also includes the following Executive Directors, Senior Director, and Director, as non-voting members who contribute to the meetings as content experts:

- David Faulkner, A/Executive Director, Infrastructure and Coordination
- Simone Jackson, Executive Director, Culture and Economic Participation
- Jason Kidd, Executive Director, Strategic Policy and Legislation
- Tim Fell, Executive Director, Local Thriving Communities
- Donna Smith, Senior Director, Corporate Services
- Claudia Whitton, Director, Office of the Director-General.

Our services

The department has service centres located in major regional centres across Queensland. Staff work directly with community leaders, service providers, businesses and all levels of government—including local, state and federal—in leading and contributing to key initiatives that provide appropriate, accessible and quality services for Aboriginal and Torres Strait Islander Queenslanders.

REGION	SERVICE CENTRES	SERVICES DELIVERED
<p>Remote Indigenous Land and Infrastructure Program Office (RILIPO) covers the land and infrastructure requirements for the Indigenous Local Government Areas in Queensland (Aurukun, Doomadgee, Cherbourg, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area, Palm Island, Pormpuraaw, Torres Strait, Woorabinda, Wujal Wujal and Yarrabah) as well as for the following areas: Coen, Cooktown, Laura, Mona Mona, Petford, Mossman Gorge and Weipa.</p>	<ul style="list-style-type: none"> • Cairns 	<ul style="list-style-type: none"> • Tenure resolution • Land development • Native Title • Integrated capital works • Master planning • Survey and town planning • Home ownership • Resolution and beneficiary identification under the <i>Aboriginal and Torres Strait Islander Land Holding Act 2013</i> • Employment and business opportunities • Specific capital and infrastructure projects • Cultural heritage.
<p>Cape and Torres Region covers the following local government (shire council and regional council) areas: Aurukun, Cook (including Coen and Laura), Hope Vale, Kowanyama, Lockhart River, Mapoon, Napranum, Pormpuraaw, Weipa, Wujal Wujal, Yarrabah, Mossman Gorge, Northern Peninsula Area, Torres Shire Council and the Torres Strait Island Regional Council.</p>	<ul style="list-style-type: none"> • Cairns • Aurukun • Cooktown • Weipa • Thursday Island 	<ul style="list-style-type: none"> • Employment and procurement • Welfare Reform program • Alcohol Management Plans • Community safety and heightened response • Cultural heritage services • Local Thriving Communities reform.
<p>Cairns and Hinterland Region covers the following local government (shire council and regional council) areas: Cairns, Cassowary Coast, Croydon, Douglas, Etheridge, Mareeba and Tablelands.</p>	<ul style="list-style-type: none"> • Cairns 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Local Thriving Communities reform • Family and community safety initiatives • Domestic and Family Violence Prevention Strategy • Co-designing program implementation • Brokering strategic partnerships.
<p>North Queensland Region covers the following local government (city, shire and regional council) areas: Boulia, Burdekin, Burke, Carpentaria, Charters Towers, Cloncurry, Doomadgee, Flinders, Hinchinbrook, Isaac, Mackay, McKinley, Mornington Island, Mount Isa, Palm Island, Richmond, Townsville and Whitsunday.</p>	<ul style="list-style-type: none"> • Townsville • Mount Isa • Mackay 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Family and community safety initiatives • Local Thriving Communities reform • Domestic and Family Violence Prevention Strategy.
<p>Central Queensland Region covers the following local government (city, shire and regional council) areas: Banana, Barcaldine, Barcoo, Blackall, Bundaberg, Central Highlands, Cherbourg, Diamantina, Fraser Coast, Gladstone, Longreach, North Burnett, Rockhampton, South Burnett, Tambo, Winton and Woorabinda.</p>	<ul style="list-style-type: none"> • Hervey Bay (Pialba) • Rockhampton 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Family and community safety initiatives • Local Thriving Communities reform • Domestic and Family Violence Prevention Strategy.
<p>South West Queensland Region covers the following local government (city, shire and regional council) areas: Balonne, Bulloo, Goondiwindi, Ipswich, Lockyer Valley, Maranoa, Murweh, Paroo, Quilpie, Roma, Southern Downs, Toowoomba and Western Downs.</p>	<ul style="list-style-type: none"> • Toowoomba • Charleville • Ipswich 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Family and community safety initiatives • Local Thriving Communities reform • Domestic and Family Violence Prevention Strategy.
<p>South East Queensland (South) Region covers the local council areas for Logan City, City of Gold Coast and Scenic Rim Regional Council.</p>	<ul style="list-style-type: none"> • Logan Central 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Family and community safety initiatives • Local Thriving Communities reform • Domestic and Family Violence Prevention Strategy.
<p>South East Queensland (North) Region covers the Brisbane and north coast areas and includes the local council areas for Brisbane City Council, Moreton Bay Regional Council, Sunshine Coast Regional Council, Gympie Regional Council, Noosa Council, Somerset Regional Council and Redlands City Council.</p>	<ul style="list-style-type: none"> • South Brisbane • Caboolture 	<ul style="list-style-type: none"> • Employment and procurement • Cultural heritage services • Community and personal histories services • Family and community safety initiatives • Local Thriving Communities reform • Domestic and Family Violence Prevention Strategy.

Our governance

Our governing legislation

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

- *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984*
- *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 2 – Our legislation on page 68.

During this reporting period, the department also administered the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* which was given Royal Assent on 14 September 2020.

Our governance committee structure

The DATSIP Board and other department boards and committees are a significant component of the department’s corporate governance structure (shown in diagram below).

At the request of the Director-General in June 2020, a review of the department’s two major governing bodies, the DATSIP Board and the Executive Leadership Team (ELT) was undertaken to ensure that they were fit-for-purpose. On 20 August 2020, the DATSIP Board approved the revised membership of the DATSIP Board to include the Chief Finance Officer as a member of the Board, the Executive Directors, the Senior Director (Corporate Services) and the Director, Office of the Director-General, as non-voting members. The DATSIP Board also approved that the ELT be disbanded.

The DATSIP Board is the key governing body of the department. It is responsible for providing strategic direction to the department; strategically managing the department’s human resources, finances, information management, performance and risk; strategically responding to critical and emerging issues that impact on the department and its functions; overseeing the department’s strategic programs and projects; and providing strategic advice on operational matters, as required.

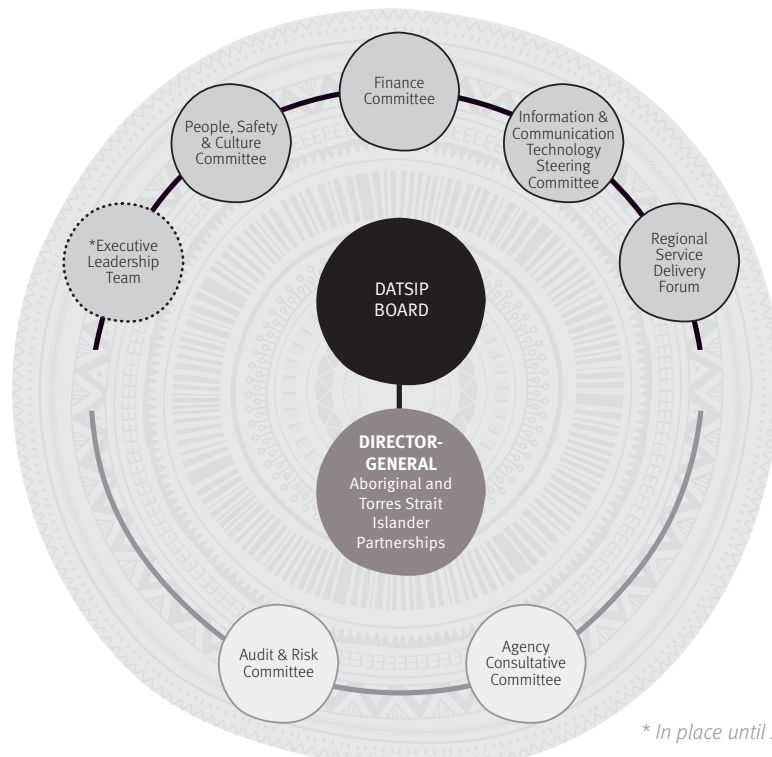
Under the *Financial Accountability Act 2009*, accountability for the department’s operations resides with the Director-General as the accountable officer. The Director-General is the Chair of the Board and all decisions of the Board are considered to be approved by the accountable officer and are binding.

The Director-General and the DATSIP Board are supported by the following strategic committees:

- People, Safety and Culture Committee
- Finance Committee
- Information and Communication Technology Steering Committee
- Regional Service Delivery Forum
- Audit and Risk Committee
- Agency Consultative Committee.

The People, Safety and Culture Committee, the Finance Committee, the Information and Communication Technology Steering Committee and the Regional Service Delivery Forum all report to the DATSIP Board, while the Audit and Risk Committee and the Agency Consultative Committee report directly to the Director-General.

Further information on the department’s boards and committees can be found in Appendix 3 – Department boards and committees on page 69.



* In place until 20 August 2020

Our government bodies

The following government bodies were responsible for providing advice to the Minister on a range of matters relating to Aboriginal and Torres Strait Islander Queenslanders:

- Community Enterprise Queensland
- Palm Island Community Company
- Family Responsibilities Board
- Family Responsibilities Commission.

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

Further information on the Family Responsibilities Board is detailed in Appendix 5 – Government bodies on page 78.

Our operating environment

According to the 2016 Census, Queensland is home to the second highest count of Aboriginal peoples and Torres Strait Islander peoples (186,500 or 29% of the national total), with Aboriginal and Torres Strait Islander Queenslanders representing four per cent of the state's total population.

Our department's operating environment during the reporting period included:

- **strengthening strategic partnerships to improve outcomes:** the department continued to work with local leaders, strategic partners, industry and communities to improve, monitor and review existing economic and community participation outcomes, and to support the targets of the new National Agreement on Closing the Gap.
- **supporting the whole-of-government COVID-19 pandemic and economic recovery responses:** the department focused on supporting the whole-of-government COVID-19 pandemic and economic recovery responses. This involved cross-agency collaborative service delivery and working closely with local councils across the state, including remote and discrete Aboriginal and Torres Strait Islander communities, to ensure the health and wellbeing of community members.

Our strategic risks and opportunities

During the reporting period, the department reviewed its strategic risks to ensure alignment with changes in our operating environment, including the impact of the COVID-19 pandemic. This involved identifying the strategic risks that could impact on the achievement of our strategic objectives, and implementing controls to manage the risks. The department leveraged opportunities arising from its strategic risks by continuing to focus on strengthening partnerships, and ensuring the roles of partners remained paramount in the development and delivery of policies, programs and services.

Leveraging our opportunities

OUR OPPORTUNITIES	HOW WE LEVERAGED THEM
<p>Co-designing policies with strategic partners (Aboriginal and Torres Strait Islander Queenslanders, government and community)</p>	<ul style="list-style-type: none"> We worked in partnership with the community and agencies to co-design and co-lead policies, programs and services that progress and improve cultural, health and wellbeing, and local community needs and aspirations.
<p>Brokering strategic partnerships with agencies to deliver improved social and economic outcomes</p>	<ul style="list-style-type: none"> We brokered strategic partnerships with agencies to facilitate job and training opportunities, and to consider business and employment opportunities through strategic procurement, for Aboriginal peoples and Torres Strait Islander peoples. We also facilitated partnerships with government agencies to identify services that can be delivered by Aboriginal and Torres Strait Islander communities to meet community needs.
<p>Developing information technology solutions that support service delivery (Brisbane, regions and remotes)</p>	<ul style="list-style-type: none"> We identified and implemented robust information technology solutions to protect data and business management systems that support service delivery. We achieved this through a Memorandum of Understanding with the Department of Child Safety, Youth and Women to deliver Information and Communication Technology (ICT) enabled business initiatives, and through the department's ICT Steering Committee.
<p>Strengthening governance frameworks based on contemporary best practice</p>	<ul style="list-style-type: none"> We continued to strengthen our departmental governance frameworks by reviewing our governance committee structure to determine its appropriateness and its effectiveness, and by reviewing our corporate policies, systems and processes to strengthen organisational performance, in line with contemporary best practice.
<p>Building individual and organisational capability to support the department's priorities</p>	<ul style="list-style-type: none"> We implemented workforce strategies to build and maintain workforce capability for consistent delivery of service expectations and the department's priorities.
<p>Building individual and organisational resilience in responding to future pandemic disaster events</p>	<ul style="list-style-type: none"> We implemented a range of strategies to build individual and organisational resilience to respond to future pandemic disaster events. This included strengthening our approach to flexible work arrangements and workplace health, safety and wellbeing.
<p>Strengthening strategic partnerships with Aboriginal and Torres Strait Islander communities, and government agencies, to improve public sector resilience in responding to future pandemic disaster events</p>	<ul style="list-style-type: none"> We engaged and worked with local government representatives, community organisations and other agencies to support Aboriginal peoples and Torres Strait Islander peoples inform, and lead, community pandemic response and recovery programs and services.

Managing our strategic risks

OUR STRATEGIC RISKS	HOW WE MITIGATED THEM
<p>Supporting successful job placements Failure to maximise job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland, caused by an inability to influence key stakeholders and changing economic conditions, impacts on the achievement of the department's economic outcomes</p>	<ul style="list-style-type: none"> We identified innovative solutions and built strategic partnerships to improve employment opportunities for Aboriginal peoples and Torres Strait Islander peoples. Actions included ongoing engagement with Queensland's peak industry bodies, businesses and sporting organisations to jointly focus on improved opportunities for Aboriginal and Torres Strait Islander Queenslanders.
<p>Strategically influencing priority agencies to co-design Failure to strategically influence priority agencies in co-designing policies, programs and services, caused by limited success in implementing partnership building strategies, results in an inability to achieve the department's objectives</p>	<ul style="list-style-type: none"> We worked closely with Aboriginal and Torres Strait Islander Queenslanders as partners and collaborators in the design, commissioning and delivery of services for their communities. DATSIP demonstrated its commitment to reframing the relationship, through the Local Thriving Communities reforms and frameworks, to ensure Aboriginal and Torres Strait Islanders' aspirations and local solutions were the focus of future services for their communities. We built strong government relationships to influence approaches that ensure economic and community participation policies meet the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders. Action included coordinating an Interdepartmental Committee on the design and implementation of the Local Thriving Communities reform. DATSIP engaged with all key stakeholder agencies to work towards Closing the Gap targets.

Managing our strategic risks (continued)

OUR STRATEGIC RISKS	HOW WE MITIGATED THEM
<p>Improving social and economic outcomes</p> <p>Failure to facilitate improved social and economic outcomes through co-design, caused by an inability to effectively engage with Aboriginal and Torres Strait Islander Queenslanders and other key stakeholders, results in a failure to achieve the department's objectives</p>	<ul style="list-style-type: none"> We developed productive and collaborative relationships across government and worked with interdepartmental and community stakeholder committees to facilitate improved social and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders. We implemented whole-of-government reforms and programs. Key examples included leading the whole-of-government <i>Queensland Indigenous Procurement Policy</i>, <i>Queensland Reconciliation Action Plan</i>, <i>Tracks to Treaty</i>, <i>Local Thriving Communities</i> and the <i>Moving Ahead</i> strategy.
<p>DATSIP's ability to engage with the community effectively may be limited due to the disruption of IT/communication services</p> <p>Inability to independently validate the evidence that the requirements of information security (IS18:2018 policy) meets the basic system controls concerning Australian Signals Directorate (ASD) 'Essential Eight' Strategies implementation</p>	<ul style="list-style-type: none"> We continued to negotiate with our service provider to identify and access IT solutions that support the business services offered by DATSIP. Actions included implementing a new electronic document management system and conducting an access review of DATSIP IT sites.
<p>Aligning DATSIP's resource allocations to government priorities</p> <p>Failure to ensure that DATSIP's resource allocations are aligned to government priorities, caused by ineffective resource allocation processes, leads to DATSIP's inability to maintain its financial governance to expected public sector standards</p>	<ul style="list-style-type: none"> We continued to improve our financial governance systems and processes to ensure the department maintained its financial governance to expected public sector standards. Actions included the Queensland Audit Office undertaking systems appraisals for the department, and the department's Audit and Risk Committee completing an annual internal audit schedule.
<p>Compliance with legislative requirements</p> <p>Failure to comply with legislative requirements, caused by insufficient department-wide policies, systems and processes, results in legal action or adverse reports by auditing authorities</p>	<ul style="list-style-type: none"> We finalised the development of the department's Legislative Compliance Policy and Procedure, and embedded legislative compliance requirements, to ensure the continuity of compliance with legislative requirements throughout the department.
<p>Building workforce capability</p> <p>Failure to build workforce capability, due to inadequate human resource management policies, procedures and training, leads to an inability to achieve the department's objectives</p>	<ul style="list-style-type: none"> We further progressed a range of strategies to build workforce capability, including the implementation of the department's Learning and Development program, supporting and regularly reviewing the staff induction processes; and utilising formal Achievement and Capability Planning to assist staff identify career and professional development goals. We partnered with the Public Service Commission to launch a staged implementation of the Aboriginal and Torres Strait Islander Career Pathways Service.
<p>Maintaining a safe and healthy work environment during COVID-19</p> <p>Inability to maintain a safe and healthy work environment during the COVID-19 pandemic disaster event, caused by inadequate or ineffective human resource management and communications policies, systems and plans, leads to loss of life, injury or illness</p>	<ul style="list-style-type: none"> During COVID-19, DATSIP's priority was to ensure the health, safety and wellbeing of staff through the implementation of key strategies such as: regularly communicating advice received from the Queensland's Chief Health Officer about social distancing and self-quarantining; undertaking careful management of workforce capacity and wellbeing, including providing staff with COVID-19 health and safety updates; implementing tailored strategies to support staff who identify as Aboriginal and/or Torres Strait Islander; and providing guidance to Directors and Managers to support them in their decision-making on staff safety and wellbeing matters. The department also captured the lessons learned from COVID-19 to build organisational resilience and inform strategies for managing future disaster events. Ongoing weekly All Staff Forums were utilised to provide information and support to all departmental staff about COVID-19 response planning and recovery activities.
<p>Supporting Aboriginal and Torres Strait Islander communities during COVID-19</p> <p>Failure to provide appropriate COVID-19 advice and support to Aboriginal and Torres Strait Islander communities, especially those communities with greater incidence of pre-existing health conditions, due to ineffective cross-government co-ordination and communication mechanisms, leads to the transmission of COVID-19 to Aboriginal and Torres Strait Islander communities in rural, remote and discrete areas</p>	<ul style="list-style-type: none"> Throughout COVID-19, the department supported Aboriginal and Torres Strait Islander communities, through the implementation of a range of strategies including: mobilising Liaison Officers to work directly with discrete and non-discrete communities; and holding regular teleconferences with Mayors and CEOs of Councils, including 19 remote and discrete Aboriginal and Torres Strait Islander communities.

How we do it

Maximise job and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Work directly with Aboriginal peoples and Torres Strait Islander peoples to seek pathways into higher education, training and employment through the Youth Employment Program.

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

Manage, co-ordinate and implement infrastructure programs and projects that support economic development, including home ownership.

Drive the implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy to help sustain and grow Aboriginal and Torres Strait Islander businesses.

Undertake master planning in remote Aboriginal and Torres Strait Islander communities to prepare for future development opportunities.

Work with trustees and individuals to address land tenure, land administration and Native Title matters in order to increase opportunities for economic development and private home ownership.

Manage survey and town planning projects to formalise road, lot and lease boundaries throughout communities, which is essential for managing future growth and home ownership.

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

Government objective: Create jobs in a strong economy

Snapshot of achievements

232

job placements for Aboriginal and Torres Strait Islander job seekers
(as at 31 October 2020)

87.8%

of Aboriginal and Torres Strait Islander Queenslanders being
successfully employed three months after placement by the Youth Employment Program
(as at 31 October 2020)

12 houses

made available for ownership by Aboriginal peoples
and Torres Strait Islander peoples in targeted communities
(as at 30 November 2020)

Positive service delivery and economic outcomes

During the final reporting period, we influenced positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders by providing Queensland Government-led policies and initiatives to boost job and training opportunities, and by increasing home ownership for Aboriginal and Torres Strait Islander Queenslanders.

Maximising job opportunities

The department maximised employment opportunities for Aboriginal and Torres Strait Islander Queenslanders by:

- delivering the Youth Employment Program (YEP) and providing post-job placement support, and creating employment opportunities through social housing and infrastructure projects
- supporting the *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP)*, that provides a whole-of-government framework to increase procurement from Aboriginal and Torres Strait Islander businesses.

Key achievements

During the reporting period, which included the challenging impact of COVID-19 on employment and job opportunities, the department facilitated 232 job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland. This included:

- 161 job placements for YEP candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers (as at 31 October 2020)
- 71 job placements for Aboriginal and Torres Strait Islander job seekers in social housing and infrastructure projects across the National Partnership on Remote Housing communities, and other capital works in remote and discrete Aboriginal and Torres Strait Islander communities (as at 31 October 2020).

Performance measure			
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department			
Year	Target	Actual*	Status
2020–2021	720	232	⤵

LEGEND: △ Exceeded target; ⊙ Target met; ⤵ Working towards target
*as at 31 October 2020

Youth Employment Program candidates

The department's Youth Employment Program works directly with school leavers (Year 13) and other qualified people to seek pathways to higher education, training and employment. The Youth Employment Program assists young Aboriginal peoples and Torres Strait Islander peoples finishing high school and looking for work—or considering further education—to access job and study networks. This is undertaken by offering pre-employment activities including resumé, application and interview preparation, and post-placement support. Support is also provided to Aboriginal peoples and Torres Strait Islander peoples with disability, older Aboriginal and Torres Strait Islander Queenslanders who need assistance to engage or re-engage with employment or training, and young people who have disengaged from school, training or work.

Key achievements

The department's achievements included:

- 87.8 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment through the Youth Employment Program, were still employed three months later
- delivery of Talk Up training, an in-house program to develop workplace interpersonal skills, to 145 candidates.

Performance measure			
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement			
Year	Target	Actual*	Status
2020–2021	70%	87.8%	⊙

LEGEND: △ Exceeded target; ⊙ Target met; ⤵ Working towards target
*as at 31 October 2020

Moving Ahead strategy

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

This strategy seeks to increase Aboriginal peoples and Torres Strait Islander peoples' participation in the economy by building a more skilled and diverse workforce and supporting business and entrepreneurship, with a focus on the needs of young people and on building partnerships with industry.

Key achievements

The department's achievements included:

- supporting the completion of four selected Aboriginal and Torres Strait Islander projects outside the discrete communities under the *Queensland Government Building and Construction Training Policy*, achieving \$8.3 million in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples. DATSIP provided active advice and assistance to the contractors and procuring agency to meet their Aboriginal peoples, and Torres Strait Islander peoples participation targets.
- supporting the completion of a further 53 government construction projects outside the discrete communities, which achieved the Aboriginal and Torres Strait Islander participation targets, resulting in \$8.9 million in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples
- led the preparation and delivery of the 2018–2019 Moving Ahead Annual Report, which showed that all *Moving Ahead* actions remained on track and were continuing to achieve positive economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders
- continued implementation of the key whole-of-government *Moving Ahead* strategy, *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP)*, noting performance for 2019–2020 and year-to-date for 2020–2021 in the following tables.

Performance measure			
Number of Aboriginal and Torres Strait Islander businesses securing government procurement			
Year	Target	Actual	Status
2019–2020	450	475*	△
2020–2021	450	294**	⊖

LEGEND: △ Exceeded target; ⊙ Target met; ⊖ Working towards target;
* Data updated for 2019–20 as referenced in DATSIP's 2019–20 Annual Report
** as at 30 September 2020

For the purposes of the QIPP, an Aboriginal and Torres Strait Islander business is defined as one that is at least 50 per cent owned by an Aboriginal person or a Torres Strait Islander person, and which may take the form of a social enterprise, registered charity or not for profit organisation.

Performance measure			
Value of government procurement from Aboriginal and Torres Strait Islander businesses			
Year	Target	Actual	Status
2019–2020	\$350M	\$362M*	△
2020–2021	\$350M	\$78.82M**	⊖

LEGEND: △ Exceeded target; ⊙ Target met; ⊖ Working towards target;
* Data updated for 2019–20 as referenced in DATSIP's 2019–20 Annual Report
** as at 30 September 2020

Whole-of-government Integrated Capital Works program

The Integrated Capital Works program increases employment, training and business outcomes by coordinating maintenance, upgrades and capital infrastructure investments to maximise economic opportunities within Queensland's remote and discrete Aboriginal and Torres Strait Islander communities. This program contributed to improving sustainable economic outcomes through improved integrated procurement practices, and supporting business and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Infrastructure and construction

In partnership with Councils and communities, the department delivered infrastructure and construction projects catering to the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders in remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department facilitated the design, construction and delivery of the following maintenance and construction projects:

- delivered the Mossman Gorge Kickstart Project in partnership with the Commonwealth Government to upgrade municipal infrastructure and provide a pathway to home ownership for Aboriginal peoples and Torres Strait Islander peoples at Mossman Gorge. The survey of the Mossman Gorge subdivision into individual parcels of land will facilitate the opportunity for 99-year home ownership leasing in the future. The Department is working with Douglas Shire Council on the official handover of the new and upgraded infrastructure improving municipal service delivery in the Mossman Gorge community
- Kowanyama: partnership with Kowanyama Aboriginal Shire Council for the delivery of a Women's Meeting Place
- Palm Island: the development of splash park designs and development of procurement documentation
- Torres Shire: consulting on the location and design of the splash park with the Council and community
- implementation of operation and maintenance agreements for the four splash parks: Aurukun, Mapoon, Napranum and Pormpuraaw
- Kowanyama: implementation of operation and maintenance agreement for the Men's Shelter.

Employment opportunities—infrastructure projects within remote and discrete communities

Increases in employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with civil, building and construction projects, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities within the remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department helped facilitate the following employment and business outcomes:

- 71 job placements for Aboriginal peoples and Torres Strait Islander peoples on Queensland Government Building and Construction Training Policy eligible projects constructed within the remote and discrete Aboriginal and Torres Strait Islander communities
- 19 Aboriginal peoples and Torres Strait Islander peoples have been engaged as either an apprentice or trainee
- over \$430,000 worth of contracts have been awarded to Aboriginal and Torres Strait Islander owned businesses through the Indigenous Economic Opportunity Plans for government funded infrastructure projects.

Employment opportunities—infrastructure projects outside remote and discrete communities

Increases in employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with civil, building and construction projects, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities outside the remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The following employment and business outcomes were reported from completed projects outside the remote and discrete Aboriginal and Torres Strait Islander communities during the period July to October 2020:

- 403 job placements for Aboriginal peoples and Torres Strait Islander peoples
- 24 Aboriginal and Torres Strait Islander workers undertook accredited training
- over \$3.4 million worth of contracts have been awarded to Aboriginal and Torres Strait Islander owned businesses.

Working in partnership

The department is committed to brokering education, training and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders. During the reporting period, the department continued to build on strong relationships with Queensland's peak industry bodies, businesses and sporting organisations to jointly focus on improved opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Key achievements

The department continued strong partnerships with the following industry partners:

- Construction Skills Queensland
- Queensland Resources Council.

The department worked collaboratively with industry partners to deliver activities aimed at increasing Aboriginal and Torres Strait Islander economic participation. This involved:

- conducting best-practice forums in Aboriginal and Torres Strait Islander employment and training, and increasing procurement from Aboriginal and Torres Strait Islander owned businesses
- promoting industry careers and skilling pathways with school students and jobseekers
- conducting meet-the-buyer events and industry tradeshows to connect Aboriginal and Torres Strait Islander owned businesses with industry procurement staff.

Whole-of-government land tenure

The department provided whole-of-government advice on land tenure within the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, including enabling and providing current and future home ownership and leasing opportunities. This assistance also extends to supporting state agencies with tenure and Native Title advice, and coordination of such activities across the 34 remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department's achievements included:

- provision of expert land tenure and native title support and advice to the Department of Housing and Public Works across the 34 remote and discrete Aboriginal and Torres Strait Islander communities within Queensland. This enabled the timely construction and leasing of new social housing under the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, ensuring the \$105 million Commonwealth investment and \$40 million state investment is utilised for the benefit of the remote discrete communities
- enabling trustees, including various Aboriginal and Torres Strait Islander Shire Councils and Prescribed Bodies Corporate to implement home ownership and commercial leasing by undertaking assessment reports related to land tenure, survey planning and Native Title, as well as drafting Agreements to Lease, Lease instruments and easement agreements. This support continues and is ongoing for all remote communities and any agency seeking to implement projects in communities

- provision of expert advice and support to the communities of Hammond Island, Moa Island, Palm Island, Wujal Wujal, Ngarupai (Horn Island), Doomadgee, Lockhart River, Pormpuraaw, Aurukun, Woorabinda, Cherbourg with specific tenure and Native Title advice regarding areas of land for development and/or leasing, as well as outstation development
- commencing the Native Title and land tenure resolution processes for various projects including housing investment in Doomadgee (37 lots) and Kowanyama (5 lots), the rural fire and rescue stations in Woorabinda and Bamaga, and water pipeline leases in the Northern Peninsula Area, Cherbourg Walking track, Wujal Wujal Vanilla Bean proposal, Hope Vale additional housing lots and Gindaja Leasing proposal in Yarrabah
- provision of land tenure and Native Title advice across multiple communities to stakeholders to enable land development activities, in line with master planning, and specifically where tenure actions such as boundary changes are required. This included the progressive resolution of the Blockholder lease processes for Yarrabah and Hope Vale and the divestment of departmental surplus land reserves.

Home ownership

The department facilitates home ownership pathways for Aboriginal and Torres Strait Islander Queenslanders in targeted communities throughout Queensland.

Key achievements

The department:

- made available 12 houses for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.

Performance measure

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

Year	Target	Actual	Status
2020–2021	30	12	⤵

LEGEND: △ Exceeded target; ⊙ Target met; ⤵ Working towards target
*as at 30 November 2020

Master planning

In partnership with remote and discrete Aboriginal and Torres Strait Islander communities, councils, Traditional Owners and residents, the department led a range of master planning projects to plan for the future needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders, including commercial, residential, industrial and community goals. A master plan is a council policy document that provides internal and external stakeholders with effective and tailored guidance for decisions about future development, and facilitates positive service delivery and economic outcomes for remote and discrete Aboriginal and Torres Strait Islander communities.

Key achievements

The department facilitated the preparation of the following urban and rural Master Plans, Precinct Plans and 3D Modelling (Natural Hazards related) Plans:

Drafted plans for consultation

- 12 Master Plans were drafted after consultation with Councillors and stakeholders. These Master Plans are available for community consultation. COVID-19 travel restrictions impacted consultations for Lockhart River, Badu Island, Boigu Island, Dauan Island, Erub Island, Kubin (Moa Island), Mabuiag Island, Mer Island, Saibai Island, St Pauls (Moa Island), Ugar Island and Warraber Island.

New Plans for communities

- two Master Plans were successfully consulted for Coen and Mornington Island and submitted to Councils for consideration to adopt
- four Master Plans were completed for the communities of Horn Island (Wasaga), Iama Island, Poruma Island and Masig Island.

Master Plans reviewed or amended

- two Master Plans refreshed, reviewed or amended for Doomadgee and Kowanyama.

Supportive plans completed and underway

- seven Precinct Plans completed for Coen, Hope Vale Foreshore, Lockhart River Cultural Precinct, Mornington Island Tourism Precinct, Mornington Island airstrip residential Precinct, Mornington Island Barwu residential Precinct, NPA Injinoo Cultural Precinct
- working in partnership with stakeholders on two Master Plans (rural) which are currently being drafted for Hope Vale Congress and Yarrabah Gunggandji Mandingalbay Yidinji Peoples Prescribed Body Corporate (Registered Native Title Body Corporate) in Yarrabah.

Town planning

The department provided assistance to Aboriginal and Torres Strait Islander Councils to make informed planning decisions in their communities throughout Queensland.

Key achievements

Planning schemes

- assisted in facilitating the adoption of two alignment amendment town planning schemes, in line with the *Queensland Planning Act 2016*
- supported the Torres Shire Council in developing a new Planning Scheme and Local Government Infrastructure Plan (LGIP) to ensure compliance with the *Queensland Planning Act 2016*
- completed various supportive studies such as natural hazard studies (inclusive of bushfires and Cultural Heritage) which support the development of planning schemes.

Development applications

On behalf of Councils, prepared and managed 18 development applications including:

- the issue of eight decision notices providing for five industrial lots, one utility lot, correction of boundaries over four lots, five home ownership lots and one lot to provide for a health care centre
- drafting of six development applications for home ownership lots
- drafting of four development applications for community infrastructure lots including cemetery expansions, fire stations and formalization of road accesses.

On behalf of the state government, prepared and managed one development application:

- the issue of a decision notice for a building demolition over the Deebing Heights Cemetery Reserve.

Community survey program

- prepared and managed two development applications, which will provide the formalisation of roads and easements within communities
- prepared and managed one development application, which will provide for the simultaneous road opening and road closure.

Community survey programs

The department led programs to standardise survey infrastructure and to progress economic development throughout the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

Although the implementation of the survey programs has resulted in resolution of most of the long outstanding land tenure issues, ongoing surveying is required to deliver outcomes in line with Master Planning and new community aspirations including improved land management, new roads, social housing, home ownership, and private and commercial leasing.

Key achievements

The department:

- a community survey program which delivered 22 new lots on four plans
- Digital Asset Management Plans for 31 communities are currently under way.

Indigenous Land Use Agreements

Indigenous Land Use Agreements are voluntary agreements between Native Title parties and others about the use and management of land. Indigenous Land Use Agreements allow Aboriginal peoples and Torres Strait Islander peoples to negotiate flexible arrangements that suit their circumstances and aspirations.

The department works with councils, other state government agencies, Traditional Owners and Registered Native Title Bodies Corporates on negotiating various types of land use agreements to support economic development for communities. Agreements negotiated usually provide for state, Commonwealth or local government infrastructure development, home ownership or leasing, social housing construction or leasing, and commercial leasing. They also provide an up-front compensation amount for some future acts, body corporate fees for service and cultural heritage clearance procedures (including remuneration for cultural heritage monitors).

Key achievements

The department:

- registered six Infrastructure and Housing Indigenous Land Use Agreements for the Torres Strait islands of Warraber, Moa, Masig, Mabuag, lama and Erub
- progressed four Infrastructure and Housing Indigenous Land Use Agreements for the Torres Strait islands of Poruma, Dauan, Boigu and Mer
- progressed Township Indigenous Land Use Agreements for Cherbourg and Lockhart River
- developed a Social Housing Indigenous Land Use Agreement template to assist Aboriginal and Torres Strait Islander Councils to address Native Title for the construction of social housing
- obtained Native Title consent under s.24JAA of the *Native Title Act 1993* (Cth) for the construction of 29 social housing dwellings at Doomadgee and Kowanyama
- completed land tenure and survey actions to assist Hope Vale Congress Aboriginal Corporation Registered Native Title Body Corporate with the negotiation of a Tenure Resolution Indigenous Land Use Agreement
- progressed home ownership under the Badu Infrastructure and Housing Indigenous Land Use Agreement.

Retail Stores

The department worked with Community Enterprise Queensland to ensure that retail stores continued to meet community needs.

Key achievements

In partnership with Community Enterprise Queensland, the department:

- continued to support Community Enterprise Queensland to provide food and retail services to remote Aboriginal and Torres Strait Islander communities during COVID-19.

How we do it

Lead whole-of-government initiatives that recognise, acknowledge and maintain Aboriginal and Torres Strait Islander cultures and heritage.

Administer the *Aboriginal Cultural Heritage Act 2003*, *Torres Strait Islander Cultural Heritage Act 2003* and *Aboriginal and Torres Strait Islander Communities (Justice, Land and other Matters) Act 1984*.

Lead the co-design process to develop a Queensland Government Aboriginal and Torres Strait Islander Languages policy.

Lead the implementation of the whole-of-government *Queensland Government Reconciliation Action Plan 2018–2021*.

Build cultural capability across the public sector through the Cultural Agency Leaders committee.

Work with Aboriginal and Torres Strait Islander Queenslanders to build civic pride, culture, heritage and celebration in engagement programs.

Government objectives: Keep communities safe; Give all our children a great start

Snapshot of achievements

**New legislation to recognise
Torres Strait Islander traditional child-rearing practice**
passed on 8 September 2020 and received
Royal Assent on 14 September 2020

12,202
cultural heritage search requests completed
(as at 30 November 2020)

Responded to
268
requests for historical records relating to
Aboriginal and Torres Strait Islander Queenslanders
(as at 30 November 2020)

Safe, caring and connected communities

The department supports safe, caring and connected communities that value culture and heritage, through our commitment to build on and embrace community strengths, culture and heritage, and by supporting programs and projects that have been co-designed and ensure service outcomes.

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

Recognition of Aboriginal peoples and Torres Strait Islander peoples is the cornerstone of a range of initiatives within the department promoting reconciliation, the preservation and celebration of traditional and contemporary languages, and ensuring Aboriginal peoples and Torres Strait Islander peoples have equal opportunities to engage in Queensland's vibrant culture.

Aboriginal and Torres Strait Islander cultural heritage

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

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

Key achievements

The department:

- enabled 12,202 cultural heritage searches to be performed on the cultural heritage online portal
- approved and registered seven cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts.

Review of the Cultural Heritage Acts

The review of the Cultural Heritage Acts provides an opportunity to ensure the appropriate balance between protecting and conserving cultural heritage, and facilitating business and development activity in Queensland.

The review of the Cultural Heritage Acts commenced in May 2019, which included the release of a consultation paper. The purpose of the review was to examine whether the legislation:

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

The department is currently considering the next steps for the Cultural Heritage Acts review, following the Queensland Government's response to the COVID-19 pandemic and other financial impacts. More information about the review of the Cultural Heritage Acts is available at www.datsip.qld.gov.au/ch

Community and personal history services

The department continued to provide community and personal history services that are free and can be requested at any time. This service fulfils recommendations in response to the *Royal Commission into Aboriginal Deaths in Custody* and the *Bringing Them Home* reports, which recommended that Aboriginal peoples and Torres Strait Islander peoples should be provided with access to government records and be assisted to trace their family and community histories.

The most commonly requested records are for evidence of 'forcible removals'; proof of Aboriginal or Torres Strait Islander descent; and date of birth confirmation to assist with the creation of retrospective birth certificates by the Queensland Registry of Births, Deaths and Marriages. The department also undertakes requests for Native Title research.

Key achievements

The department:

- responded to 268 requests for historical records relating to Aboriginal and Torres Strait Islander Queenslanders.

Recognition of Torres Strait Islander traditional child-rearing practice

Generations of Torres Strait Islander children have been raised in supportive and loving family environments where shared child rearing cultural practices have been the traditional approach.

The Queensland Government committed to introduce new laws that recognise Torres Strait Islander families' continued use of Torres Strait Islander traditional child-rearing practice. This commitment was fulfilled by the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* (the Act) being passed on 8 September 2020.

This historic Act was informed by community consultation undertaken by the department in 2018 and 2020. The three Eminent Persons; Ms Ivy Trevallion, the Honourable Alastair Nicholson, and Mr Charles Passi, worked closely with the Queensland Government and Torres Strait Islander communities to inform the development of the new legislation which legally recognises the cultural practice. This included leading complex and culturally sensitive consultations with Queensland's Torres Strait Islander community and participating in a design workshop with government, members of the Kupai Omasker Working Group, legal experts and key stakeholders.

Key achievements

The department:

- facilitated the enactment of *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*.

The Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020 is the first Act in Queensland to include Torres Strait Islander languages in its title; and is a further step to embed the importance of culture, family, connection and self-determination for Torres Strait Islander children and their families (lore), and recognising and acknowledging this in Queensland law.

Aboriginal and Torres Strait Islander languages

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

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

The United Nations General Assembly declared 2019 as the International Year of Indigenous Languages, and this provided a further opportunity to promote the need for continuation and celebration of Aboriginal and Torres Strait Islander languages and to reaffirm Queensland as a state with a strong commitment to cultural values, diversity and heritage.

Key achievements

The department:

- launched a second round of the Indigenous Languages Grants on 9 August 2020 to coincide with International Day of the World's Indigenous Peoples. Twenty-eight programs totaling \$200,000 will support initiatives including language signs, apps and dictionaries, oral language recordings and activities to teach traditional and contemporary languages to school children
- finalised applications for the Indigenous Languages Grants program on 31 December 2020. Further details can be found at www.datsip.qld.gov.au/ilg
- partnered with the Aboriginal and Torres Strait Islander Language Working Group and Department of Education and State Library of Queensland in the co-design of *Many Voices: Queensland Government Aboriginal and Torres Strait Islander Language Policy*. The policy was launched on Indigenous Literacy Day on 2 September 2020.

Queensland Government Reconciliation Action Plan

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

The *Queensland Government Reconciliation Action Plan 2018–2021* demonstrates the Queensland Government's commitment to building stronger relationships between Aboriginal peoples and Torres Strait Islander peoples, and non-Indigenous Queenslanders. It aims to build on our collective efforts to ensure equality, equity, recognition and advancement of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and in everyday life.

The *Queensland Government Reconciliation Action Plan 2018–2021* includes a suite of engagement activities that will build on and strengthen partnerships and empower local communities to achieve positive and practical outcomes.

The department is also responsible for leading whole-of-government initiatives that promote reconciliation, including providing funding for Reconciliation Queensland Incorporated and implementing the Celebrating Reconciliation Small Grants Program.

Queensland Government agencies celebrated 2020 National Reconciliation Week in a variety of ways. This included podcasts, sharing videos on the meaning of reconciliation, virtual yarns and online painting sessions.

Key achievements

The department:

- delivered the first *Queensland Government Reconciliation Action Plan Annual Report for 2018–2019* highlighting key achievements in the first year of implementation. A copy of the *Queensland Government Reconciliation Action Plan 2018–2021* and the *Queensland Government Reconciliation Action Plan Annual Report 2018–2019* can be found at www.datsip.qld.gov.au/rap

Culturally significant events

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

Each year the department delivers a statewide promotional campaign to support all Queenslanders in celebrating NAIDOC Week within their communities, including community funding and support for local events, promotional materials, sponsorship and special events.

In 2020, NAIDOC Week was scheduled for 7–14 July with the national theme: Always was. Always will be. Due to COVID-19 public safety arrangements, the NAIDOC Week activities were postponed to 8–15 November 2020.

Key achievements

The department:

- supported the delivery of NAIDOC Week celebrations and community events across Queensland through funding and in-kind support
- partnered with local councils to light up prominent buildings and landmarks in Brisbane, Cairns, Mackay, Rockhampton, Toowoomba and Townsville during NAIDOC Week.

Celebrating Reconciliation Small Grants Program

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

Key achievements

The department:

- approved funding for 48 reconciliation events across Queensland totalling \$250,000.

The funded reconciliation events planned for 2020 have been rescheduled to coincide with National Reconciliation Week celebrations in 2021. Details of 2020 successful grantees and funded events can be found at www.datsip.qld.gov.au/recgrants

How we do it

Work to reframe the relationship between Aboriginal peoples and Torres Strait Islander peoples and the Queensland Government through the Tracks to Treaty agenda (including the Path to Treaty and the Local Thriving Communities reforms).

Lead the state's contribution to the development of the new national agreement on *Closing the Gap*, and the development of Queensland's *Closing the Gap* implementation plan and related targets.

Implement the renewed approach to alcohol management.

Support the Queensland Government *Our Way* strategy and action plans to increase family wellbeing and reduce over-representation in the child protection system.

Support the co-design and delivery of community responses to locally identified priorities through the Local Thriving Communities reform.

Lead the state's contribution to the Australian Government co-design process to develop models for Aboriginal and Torres Strait Islander voices at local, regional and national levels.

Government objectives: Keep communities safe; Give all our children a great start

Snapshot of achievements

Efficiency in policy development

\$95.13/hour
total cost of **economic** participation policy
(as at 12 November 2020)

\$95.13/hour
total cost of **community** participation policy
(as at 12 November 2020)

Design policies, programs and services

The department works with Aboriginal and Torres Strait Islander Queenslanders and government agencies to develop innovative policies, programs and services that focus on Aboriginal and Torres Strait Islander priorities.

This work reflects the department's commitment to advancing the recommendations of Queensland Productivity Commission's *Inquiry into service delivery in remote and discrete Aboriginal and Torres Strait Islander Communities*, as a long-term whole-of-government priority to working with Queensland's remote and discrete Aboriginal and Torres Strait Islander communities, councils, community leaders, and other stakeholders to respond to community needs, and to bring decision-making closer to the communities.

Work with remote and discrete Aboriginal and Torres Strait Islander communities

The Queensland Government is committed to working with the remote and discrete Aboriginal and Torres Strait Islander communities to increase decision-making authority in service delivery and economic development through the Local Thriving Communities reform agenda.

Local Thriving Communities is a significant long-term reform that will embed change, resulting in a visibly different way of working alongside communities across the state to improve outcomes for Aboriginal and Torres Strait Islander Queenslanders. This approach is based on mutual respect and high-expectation relationships, applying a collaborative approach to give Aboriginal and Torres Strait Islander communities a greater voice in shaping their future.

Key achievements

During the reporting period, the department achieved the following:

- engaged with all remote and discrete Aboriginal and Torres Strait Islander communities about the Local Thriving Communities reform through briefings, meetings and community discussions with Aboriginal and Torres Strait Islander regional and shire councils through co-design forums
- implemented the co-designed Pathway to Local Decision Making with Implementation Toolkit for remote and discrete Aboriginal and Torres Strait Islander communities in Queensland, and provided training in use of the toolkit
- worked with communities through the Local Thriving Communities reform to progress towards establishment of a Local Decision Making Body
- continued to work with the Joint Coordinating Committee overseeing the Local Thriving Communities reform, comprising 22 members including six community representatives, five mayors from Aboriginal and Torres Strait Islander communities, and 11 state and Commonwealth Government representatives

- continued to work with the Local Thriving Communities Directors-General Sub-Committee to drive whole-of-government reforms to ensure Government readiness and to enable local decision-making
- finalised the Local Thriving Communities Implementation Plan, approved by the Queensland Government in September 2020
- supported the co-design of effective mental health and youth suicide prevention initiatives in Cherbourg by working with the Cherbourg community, service providers and government agencies.

Closing the Gap

The new *National Agreement on Closing the Gap*, signed by the Queensland Government, was launched on 30 July 2020. This is a key step in the Queensland Government's commitment towards a reframed relationship to ultimately close the gap in life outcomes between Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders.

This is the first time a National Agreement has been developed and negotiated in genuine partnership with Aboriginal peoples and Torres Strait Islander peoples. At the heart of the Agreement is the principle to work and partner with Aboriginal peoples and Torres Strait Islander peoples in policy development and decision-making.

The number of targets within the Agreement has increased from 7 to 16. The new targets include housing, child protection, justice, languages, domestic and family violence, and land and waters.

The Agreement commits governments to building the capability and capacity of the community-controlled sector, recognising that this is critical to improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples.

Key achievements

The department:

- worked with state and territory governments, the Commonwealth Government, Aboriginal and Torres Strait Islander peak bodies (through the national Coalitions of Peaks) and the Australian Local Government Association to develop the new National Agreement on Closing the Gap
- contributed \$9.3 million funding over four years as part of a national joint funding effort to build the capacity of the community-controlled sector
- supported the Minister's participation at the Joint Council on Closing the Gap.

Further information on Closing the Gap can be found at www.datsip.qld.gov.au/ctg

A renewed approach to Alcohol Management Plans

The renewed approach to alcohol management prioritises community safety, particularly for women and children and the elderly, and includes Alcohol Management Plans that are community-led and driven.

The objective of the renewed approach is to ensure communities and individuals are safe, thriving and self-empowered to manage and reduce alcohol-related harm. This approach continues to be tailored to the unique characteristics and aspirations of each community.

Key achievements

The department:

- supported communities with Alcohol Management Plans to develop their local capability to plan and deliver solutions to achieve community aspirations
- implemented legislative and regulatory amendments to address community concerns and aspirations, and the complexities resulting from the COVID-19 pandemic
- provided funding of \$150,000 across 3 communities towards the development, implementation and monitoring of community safety plans.

For more information visit: www.datsip.qld.gov.au/amp

Supporting safe communities

The department has responsibility to co-lead and support the implementation of a number of recommendations of the *Not Now, Not Ever: Putting an end to domestic and family violence in Queensland* report. To address the over-representation of Aboriginal peoples and Torres Strait Islander peoples experiencing domestic and family violence, the department worked with the Department of Child Safety, Youth and Women to develop *Queensland's Framework for Action: reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence*, which was launched on 1 May 2019.

The department continues to work with the Department of Justice and Attorney-General, Department of the Premier and Cabinet and other relevant agencies to develop an action plan for implementation and to establish evaluation processes to measure and report on the outcomes of reforms.

To provide ongoing advice and support for integrated domestic and family violence service responses and the multi-agency High Risk Teams located across the state, the department established eight identified regional Senior Project Officer roles.

The Senior Project Officers provide cultural expertise and support in Cairns, North Brisbane, Ipswich, Logan–Beenleigh, Mount Isa, Cherbourg, Mackay and Caboolture to ensure domestic and family violence responses meet the needs of Aboriginal peoples and Torres Strait Islander peoples.

Key achievements

The department:

- worked in collaboration with High Risk Teams to provide cultural advice for Aboriginal and Torres Strait Islander survivors, to ensure culturally-appropriate support is made available
- developed and delivered locally targeted cultural awareness training for direct and ancillary support services, to increase awareness amongst front-line workers so that Aboriginal and Torres Strait Islander survivors were appropriately supported across the pilot regions
- commenced planning for two remote and discrete Aboriginal and Torres Strait Islander community co-design and supporting projects that involved seeking local solutions to domestic and family violence issues.

Enabling Aboriginal and Torres Strait Islander children and families to thrive

The department continues to support initiatives to address the over-representation of Aboriginal and Torres Strait Islander children in Queensland's child protection system, strengthen social and emotional wellbeing, and reduce rates of suicide.

On 30 May 2017, the Queensland Government, in partnership with Family Matters Queensland, launched *Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037*. *Our Way* is the 20-year strategy to address the over-representation of Aboriginal and Torres Strait Islander children and families in the child protection system.

The *Our Way* strategy is currently supported by *Changing Tracks: An action plan for Aboriginal and Torres Strait Islander children and families 2020–2022*, the second of seven consecutive action plans across the life of the strategy. The action plan builds on current initiatives and sets the foundations for change to ensure all Aboriginal and Torres Strait Islander children and young people in Queensland grow up safe and cared for in family, community and culture.

Under the second action plan—related to 2020–2022—the department is working in partnership with other government and non-government agencies to support Aboriginal and Torres Strait Islander families who have complex needs and children at risk, with the appropriate services, enabling Aboriginal and Torres Strait Islander children and young people in out-of-home care to thrive.

Key achievements

The department:

- supported the Director-General with research and advice to participate as a member of the Queensland First Children and Families Board which provides oversight of the *Our Way* strategy and action plans

- provided input into the actions under *Changing Tracks 2020–2022* to co-lead a mental health program for youth resilience with Queensland Health, and to enact legislation to provide legal recognition of Torres Strait Islander families' traditional child rearing practice
- worked with the national Coalition of Peaks and other jurisdictions through the Joint Council to support the inclusion of a child protection target in the new National Agreement on Closing the Gap.

Social Reinvestment pilot program

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

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

Key achievements

The department:

- continued to work with the Doomadgee community on a vacation care swimming pool program that commenced in December 2019 to increase community health and wellbeing and reduce youth-related crime. Due to COVID-19 the program has been extended and has so far resulted in 20 community members completing accredited training in water safety and first aid
- undertook planning for delivery of other social reinvestment projects in 2020–2021.

Ministerial and Government Champions program

The department administers the Ministerial and Government Champions program (the Champions Program), which provides an opportunity for Queensland Government Ministers, and Chief Executives of Queensland Government agencies to work collaboratively with remote and discrete Aboriginal and Torres Strait Islander communities. Champions work closely with mayors, community leaders, government agencies and key service providers from their partner community to engage more effectively on the opportunities and challenges facing Aboriginal and Torres Strait Islander communities. The program also builds cultural capability in government through the relationship between Ministers, Chief Executives, departments/agencies and communities.

The Ministerial and Government Champions program is a key element to reframing the relationship between Aboriginal and Torres Strait Islander remote and discrete communities and the Queensland Government. Through strong, open partnerships with councils, service providers, individuals and families, Champions facilitate access to government networks to overcome barriers and address priority concerns more effectively. The Champions Program enables communities to cut through administrative complexity and layers, to deliver results. This includes implementing the change required to close the gap in Aboriginal and Torres Strait Islander outcomes.

Key achievements:

- during COVID-19 response, Champions safely maintained contact with communities through video calls, online meetings and teleconferences with mayors, council members and community representatives
- positive outcomes that continue to progress community aspirations included: new, repaired or upgraded community facilities and infrastructure, opportunities for enhanced health and wellbeing supported by local programs and services, and local job opportunities through works and maintenance.

Cultural Capability Framework

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

The department supports the implementation of the *Cultural Capability Framework*, by facilitating the Cultural Agency Leaders (CAL) committee and its supporting officer level Culture and Reconciliation Working Group (CARWG). The CAL and CARWG have representation from all Queensland Government departments.

Key achievements

The department worked with government agencies to ensure:

- all Queensland Government departments have a Cultural Capability Action Plan in place, and have submitted their six-monthly implementation reports under the plan
- Aboriginal and Torres Strait Islander representation in the Queensland public service continues to increase and is on track for reaching a target of three per cent by 2022. To keep the progress on track, an Aboriginal and Torres Strait Islander Workforce Planning Framework has been launched. All departments are required to identify workforce actions that meet the priorities of the framework, and to report on the implementation of those actions on a six-monthly basis.

How we do it

Build on and maintain workforce capability that is outcome focussed.

Strengthen performance through contemporary governance best practice.

Deliver corporate solutions and systems that are fit for purpose.

Deliver staff engagement programs.

Embed the *Cultural Capability Framework* within the department's governance mechanisms.

Maintain respectful relationships and cultural considerateness.

Partner with key stakeholders to establish effective networks that foster collaboration.

Government objective: Be a responsive government

Snapshot of achievements

33%
of our workforce identify as
Aboriginal peoples and/or **Torres Strait Islander peoples**
(as at 30 November 2020)

70%
of our workforce are women, with **48%**
of Senior Officer and Senior Executive Service **positions held by women**
(as at 30 November 2020)

4%
of our workforce are **staff with disability**
(as at 30 November 2020)

8%
of our workforce are from a
non-English speaking background
(as at 30 November 2020)

96%
program and project performance
against budget allocation
(as at 12 November 2020)

Strengthen capability, innovation and governance

The department is committed to building workforce capability, fostering innovation and strengthening our governance and compliance systems and processes to support the achievement of the department's vision.

Our people

Employees are our most valuable asset. Our people are a key component in leading change, through enhanced relationships and decision-making across government, to enable Aboriginal and Torres Strait Islander Queenslanders to truly thrive.

Throughout the reporting period, the Queensland public service values, and the department's SOLID values, provided guidance and inspiration in planning and delivering workforce initiatives that build workforce capability and strengthen staff engagement.

Strategic workforce planning and performance

The department's *Strategic Workforce Plan 2016–2021* supports the achievement of the department's vision and is designed to guide the department's executive officers and managers to develop an agile, high performing, professional and innovative workforce that is able to meet the department's current and future business needs.

The plan is based on five key objectives:

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

Across the department we continue to explore and implement innovative approaches to leadership, we are identifying new and creative ways of working to deliver improved outcomes for Aboriginal peoples and Torres Strait Islander peoples.

The Strategic Workforce Plan is implemented at all levels of the department through the Operational Plan and business unit plans.

Learning and development opportunities

During the reporting period, the department provided staff with learning and development opportunities to build staff capability in key priority areas. These included opportunities to undertake secondments in the broader public sector and opportunities to perform in higher duties within the department.

Leadership and management capability

The department's ability to offer a range of staff development opportunities have been limited this year due to the ongoing impacts of the COVID-19 pandemic.

During the reporting period, staff were supported to undertake the following leadership and management course:

- Public Interest Disclosure Assessment and Management.

The department remains committed to developing leadership and management capability to meet current and future business needs.

Managing performance

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

Achievement and Capability Plans were used to provide an opportunity for supervisors and their staff to discuss performance expectations, how their role links to the department's goals, and the immediate and future career goals for the employee.

Attraction and retention strategies

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

In May 2019, the Public Service Commission, in partnership with the Department of Aboriginal and Torres Strait Islander Partnerships, launched a staged implementation of the Aboriginal and Torres Strait Islander Career Pathways Service in response to research identifying a gap of 400 Aboriginal and Torres Strait Islander representatives at the AO8 level and above.

The service was designed to support the progression of Aboriginal and Torres Strait Islander public sector employees into leadership and decision-making roles. Through partnering with Queensland Government agencies, the pathway service provides support for individuals to progress their career through cross-agency learning and development opportunities, access to leadership events, networking and mobility opportunities.

In February 2020, the CEO Leadership Board endorsed the extension and expansion of the service, enabling the Aboriginal and Torres Strait Islander Career Pathways Service to reach a total of 400 participants across the sector by 2022. There are 40 current participants based on data from 16 October 2020.

During the reporting period, the department continued to welcome and engage new employees through the department's induction program, which provides an introduction to the department's role and responsibilities. The department also continued to implement its Cultural Capability Action Plan, and provided staff with flexible working arrangements to help them achieve a better work-life balance.

Employee health, safety and wellbeing

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

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

During the reporting period, a number of measures were implemented to improve workplace health, safety and wellbeing across the department. These included:

- providing ongoing employee support through the department's Employee Assistance Program, including Manager Assist and on-site employee support, delivered by Benestar
- producing regular communications to promote a positive workplace culture as well as a monthly Human Resources Update to ensure staff are kept informed about human resource matters
- training and resources in order to better support staff impacted by domestic and family violence
- hosting weekly all staff online forums led by the Director-General and other senior leaders, to ensure staff stay connected during COVID-19, to share best practice advice, to celebrate success, and to provide direct access to information from senior leaders.

Workforce profile

As at 30 November 2020, the department had 292 full-time equivalent (FTE) employees. Of the full-time equivalent employees, 82.82 per cent were permanent staff, 14.43 per cent temporary staff, 2.41 per cent contract staff and 0.34 per cent casual staff.

The department's annual separation rate was 6.18 per cent as at 30 November 2020.

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

Workforce diversity

- 33 per cent of the workforce identify as Aboriginal and/or Torres Strait Islander people
- 4 per cent of the workforce are staff with disability
- 70 per cent of the workforce are women, with 48 per cent of Senior Officer and Senior Executive Service positions being held by women
- 8 per cent of the workforce are from a non-English speaking background.

Graduate, traineeship, scholarship and cadetship programs

During the final reporting period, one graduate and one trainee were employed within the department.

The department continues to work in partnership with the Public Service Commission to advance the Aboriginal and Torres Strait Islander Career Pathways Service.

Employee induction and training

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

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

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

As at 30 November 2020, the following mandatory training modules were offered to employees:

- Conflict of Interest
- COVID-Safe Workplace Training for Queensland Public Sector Employees and Checklist
- Ethical Decision-Making and Code of Conduct
- Fraud and Corruption Control
- iDOCS
- Information Privacy
- Information Security
- Information Security Management System
- Internal Controls and Financial Responsibilities
- Record Keeping and You
- Public Entities and the *Queensland Human Rights Act 2019*
- Public Interest Disclosures: Rights and Responsibilities of Employees Program
- Recognise, Respond, Refer – Domestic Violence in the Workplace
- Risk Management
- Starting the Journey
- Building Emergency Procedures.

Upholding Human Rights

The department is committed to embedding the Queensland *Human Rights Act 2019* within all aspects of decision-making, policies, processes and practices to ensure an organisational culture that respects, protects and promotes all human rights.

The department's key achievements during the reporting period were:

New legislation passed by the Queensland Parliament

- The *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020* – was passed the Queensland Parliament on 8 September 2020 with Assent on 14 September 2020. The Act will commence by Proclamation in 2021
- This Act is the first Act in Queensland to include Torres Strait Islander languages in its title; and is a further step to embedding the importance of culture, family, connection and self-determination for Torres Strait Islander children and their families (lore), and recognising and acknowledging these, in Queensland law
- The Act promotes the right of Torres Strait Islanders to enjoy, maintain, control, protect and develop their kinship ties under section 28(2)(c) of the *Human Rights Act 2019* (HR Act), while still ensuring the protection of children in their best interests in accordance with section 26(2) of the HR Act
- The Queensland Human Rights Commission was a witness in the public hearing on the Bill and also provided a written submission, as part of the Parliamentary Health, Communities, Disability Services and Domestic and Family Violence Prevention Committee's detailed consideration of the Bill
- Further human rights analysis is provided in the Statement of Compatibility and explanatory notes www.legislation.qld.gov.au/view/html/asmade/act-2020-033.

Promotion of Human Rights Month

- The department promoted Human Rights Month, 10 November 2020 to 10 December 2020, with links to resources and information on the internal and external websites and social media platforms.

Human rights complaints

- There were no recorded human rights complaints received by the department during this final reporting period, 1 July 2020 to 12 November 2020.

Reviews

The department has undertaken a review process of its policies, procedures and services for their compatibility with human rights. Key activities included:

- completing the review of the department's Business Continuity Plan, and the related Business Continuity Management Policy and Procedure. The documents have been updated to include clear statements regarding upholding human rights obligations and decision-making, in the management and response to disaster events, and subsequent recovery activities

- completing the review of the department's Legislative Compliance Framework, Policy and Procedure to ensure compatibility with the *Human Rights Act 2019*
- continuing the ongoing review process of the department's administered legislation and the review of other departmental policies, procedures and services.

Corporate governance arrangements

Corporate planning and performance

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

The framework responds to the requirements of the Queensland *Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2019* and the *Public Sector Ethics Act 1994*.

The department continued to support performance improvements through the maintenance of the DATSIP Planning and Performance Management Framework. These included:

- reviewing and updating corporate reporting templates and processes to streamline performance reporting and facilitate staff engagement
- continuing to use information technologies to improve staff collaboration and engagement in corporate planning and reporting.

Strategic and operational planning

The department's *Strategic Plan 2019–2023* (revised for 2020–2021) sets the four-year strategic direction for the department to achieve its vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically, and to deliver on the *Our Future State: Advancing Queensland's Priorities*. The department's plan was developed in accordance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*.

Commitments in the strategic plan were reflected in the department's operational plans and related risk registers.

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

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

The assessment and investigation of serious complaints was referred to and managed by the Ethical Standards Unit within the Department of Communities, Disability Services and Seniors through a Memorandum of Understanding. Where appropriate, matters are referred to the Queensland Crime and Corruption Commission.

Risk management

The department's risk management framework provides the management approach, principles and processes for managing risk within the department in accordance with the *Financial Accountability Act 2019* and Queensland Treasury's whole-of-government risk management guidelines 2009. The framework ensures risk treatments are defined in response to the department's risk appetite. This ensures that identified risk events that might impact on the delivery of the department's strategic objectives, are embedded within the department's culture and practices.

During the reporting period, the department continued to monitor its strategic and operational risks in line with the department's risk appetite.

Fraud and corruption control

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

The department's Fraud and Corruption Control Policy and Procedure are 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 *Queensland Auditor-General Act 2009*, conducts the financial and performance audits of the department.

During this final reporting period, the Queensland Audit Office continued with its audit review program and progressively released its performance reports.

The department provides quarterly reports to the Queensland Public Service Commission in relation to work performance matters. The department will provide the conduct and performance data to the Commission for publishing on the Queensland Government website.

Internal audit

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

Internal Audit provides an independent and objective assurance and consulting service designed to add value and improve the operations of the department. It undertakes strategic and annual planning based on a risk assessment of the department's current business activities in accordance with the *Queensland Financial and Performance Management Standard 2019*.

The DATSIP Strategic Internal Audit Plan for 2020–2021 was developed by Internal Audit in consultation with departmental senior executives and with a focus on risk exposures and independent assurance needs.

Information systems and recordkeeping

The department's information and communication technology enabled business initiatives were provided by the Department of Child Safety, Youth and Women as part of an overarching Memorandum of Understanding for the provision of corporate services.

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

Open data

For additional final reporting information related to consultancies, overseas travel, and Queensland Language Services Policy visit: www.data.qld.gov.au/organization/aboriginal-and-torres-strait-islander-partnerships

In this section

Chief Finance Officer's report

Summary of financial performance

Income received

Expenses incurred

Positive financial position in 2020–2021

Assets held

Liabilities and equity

Administered items

Chief Finance Officer's report

This financial summary provides an overview of the department's financial performance for the 2020–2021 financial year to 12 November 2020. The department was abolished as a result of the *Administrative Arrangements Order (No. 2) 2020*. Under this notice, ongoing responsibility for functions of the department were transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP). The effect of this transfer was from 13 November 2020.

The department delivered its services in a fiscally responsible way, recording a minor operating surplus of \$0.417 million. This outcome reflects revenue recognised in 2020–2021 up to the date of cessation on a range of programs for which the department will incur expenses to deliver the programs in a future accounting period.

Key program investments in 2020–2021 to progress the department's vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically included Local Thriving Communities, Path to Treaty, and commenced implementation of the *Meriba Omasker Kaziw Kazipa Act 2020*—facilitating the legal recognition of Torres Strait Islander traditional child rearing practice.

In accordance with the requirements of section 77 (2) (b) of the *Financial Accountability Act 2009*, I have provided the Director-General with a Statement of Assurance confirming that the financial internal controls of the department are operating efficiently, effectively and economically in conformance with section 54 of the *Financial and Performance Management Standard 2019*, and there were no deficiencies or breakdowns in internal controls that would impact adversely on the department's financial governance or financial statements for the year. The Financial Statements was presented at the Audit and Risk Committee meeting in February 2021.

This financial summary provides an overview of the department's financial results for 2020–2021 to the date of cessation. A comprehensive set of financial statements is provided in the Financial Statements section of this report, which includes an analysis of expenditure compared to the published budget with explanation of major variances. With the announcement of the cessation of the department on 12 November 2020, the 2020–2021 part-year financial expenditure outlays are not comparable with the prior full-year financial results.

Tim Hodda FCPA

Chief Finance Officer

Summary of financial performance

This section provides an overview of the Financial Statements of the department for the 2020–2021 for period ended 12 November 2020, which are provided in detail at the Financial Statements section of this report.

Table 1: Summary of financial results of controlled operations

	FINANCIAL YEAR 2020–2021 1 JULY 2020 TO 12 NOVEMBER 2020 \$'000	FINANCIAL YEAR 2019–2020 \$'000
Income	21,610	63,604
Expenses	21,193	64,167
Operating surplus (deficit)	417	(563)
Assets	45,791	40,923
Liabilities	21,572	16,925
Net assets	24,219	23,998

Income received

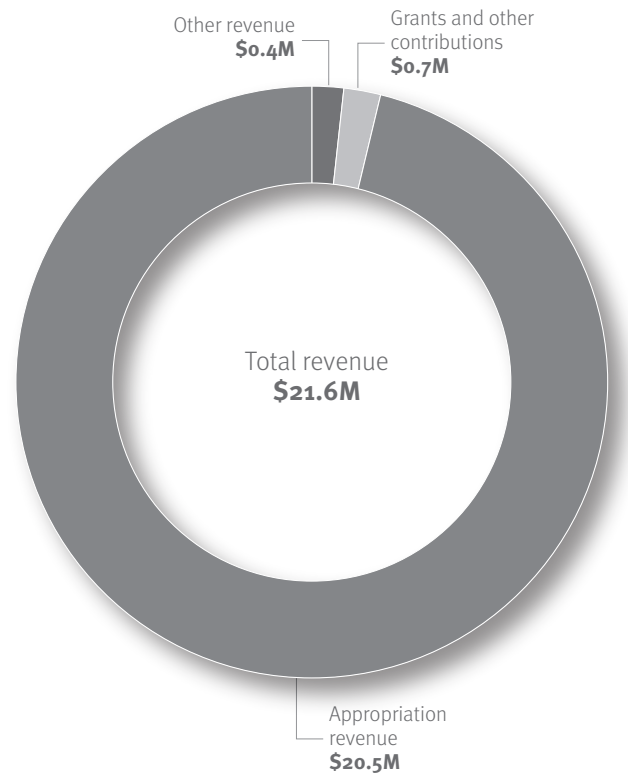
The department received income primarily through appropriation revenue and grant funding.

Income for 2020–2021 to 12 November 2020 was \$21.61 million and this included:

- \$20.53 million in Appropriation revenue
- \$0.67 million in grants and other contributions, including \$0.52 million from the Queensland Mental Health Commission to design and deliver mental health programs. These programs are delivered under Memorandum of Understanding arrangements.
- \$0.41 million in other revenue, including reimbursement from Community Enterprise Queensland for depreciation and other expenses associated with Retail Stores assets (\$0.314 million). These costs are reimbursed under Memorandum of Understanding arrangements.

Figure 1 shows revenue across items for 2020–2021.

Figure 1: Revenue by type



Expenses incurred

During 2020–2021 to the date of cessation, our department delivered its services through:

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

Total expenses for 2020–2021 for the period were \$21.2 million and included:

- \$13.7 million on employee expenses
- \$4.3 million on supplies and services, including \$1.7 million on office accommodation rent, property and maintenance costs; \$0.5 million on professional and technical services to support key strategic programs including remote communities land and infrastructure planning initiatives such as town and master planning programs and facilitation of Indigenous Land Use Agreements; \$0.9 million on support services including information technology, payroll and financial transactional services; and \$0.2 million on service procurement programs including Local Thriving Communities

- \$2.5 million on grants expenditure, including \$1.4 million contributed to the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF) for education scholarships and \$0.6 million to remote community councils to support the operations of splash parks, and \$0.15 million for Community Safety Plans under the Alcohol Management program
- \$0.41 million on depreciation and amortisation expenses
- \$0.31 million on other expenses.

Figure 2 shows the expenses across items for 2020–2021.

Positive financial position in 2020–2021

Our department has a strong balance sheet as at 12 November 2020.

Assets held

Total assets held by the department at 12 November 2020 were \$45.8 million, which included:

- \$27.4 million in cash assets
- \$16.4 million in property, plant and equipment, and software. The departments asset base includes the Retail Stores and employee housing portfolio (\$9.5 million); the Lockhart River Multi-Tenant Service Centre (\$2.1 million) and community assets (\$2.7 million)
- \$2.0 million in receivables and other current assets including prepayments of \$0.7 million primarily related to property services and receivables of \$1.3 million including \$0.52 million from the Queensland Mental Health Commission for the design and delivery of mental health programs, and \$0.4 million from the central scheme for employee leave claims.

The overall asset value of the department remained relatively stable compared to the prior financial year (\$40.9 million 2019–2020). Non-current asset values reduced by \$0.7 million reflecting depreciation (\$0.4 million), the gifting of house and land to the Woorabinda Aboriginal Shire Council (\$0.2 million) to support that council’s strategic program, and an overall asset devaluation of \$0.1 million. Cash increased from \$22.3 million 2019–2020 to \$27.4 million as at 12 November 2020, reflecting the timing difference between the inflow of appropriation funds and the outlays on program expenditure as at the date of cessation. This cash balance will be reduced in the subsequent accounting period under DSDSATSIP through the repayment of the overall appropriation payable of \$18.5 million.

Figure 3 compares the department’s assets as at 12 November 2020 with 2019–2020.

Figure 2: Operating expenditure by type

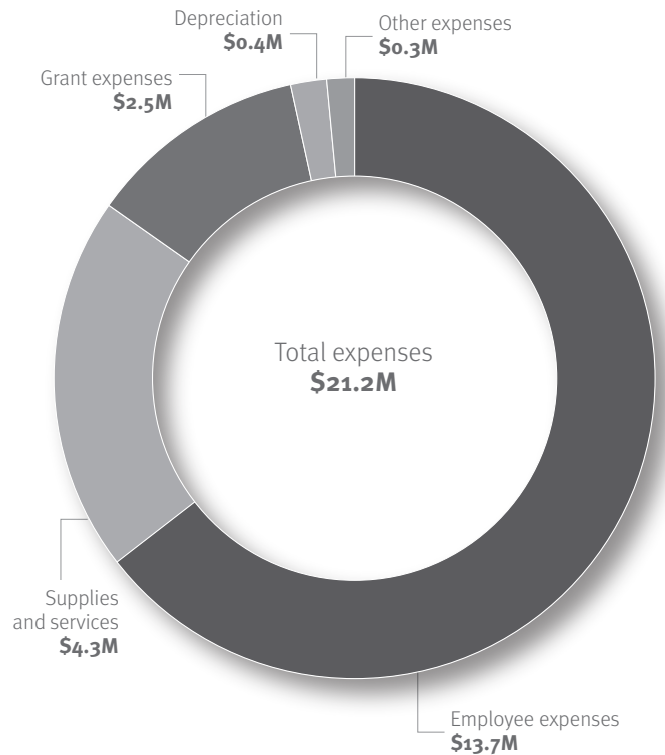
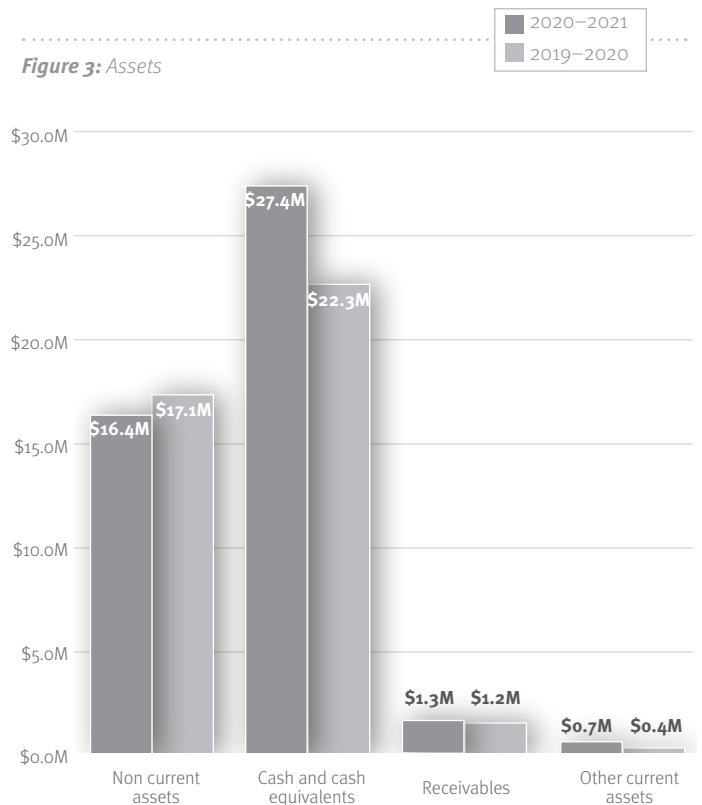


Figure 3: Assets



Liabilities and equity

At 12 November 2020, our department had liabilities of \$21.6 million, including payables of \$20.5 million and accrued employee benefits of \$1 million. Equity totals \$24.2 million.

Payables includes Deferred appropriation payable to Consolidated Fund of \$18.5 million (\$14.8 million 2019–2020). The increase in the appropriation payable of \$3.7 million reflects the timing difference between the inflow of appropriation funds and the outlays on program expenditure as at the date of cessation. This liability will be reduced in the subsequent accounting period under DSDSATSIP through the repayment of the overall appropriation payable of \$18.5 million from the available cash at bank.

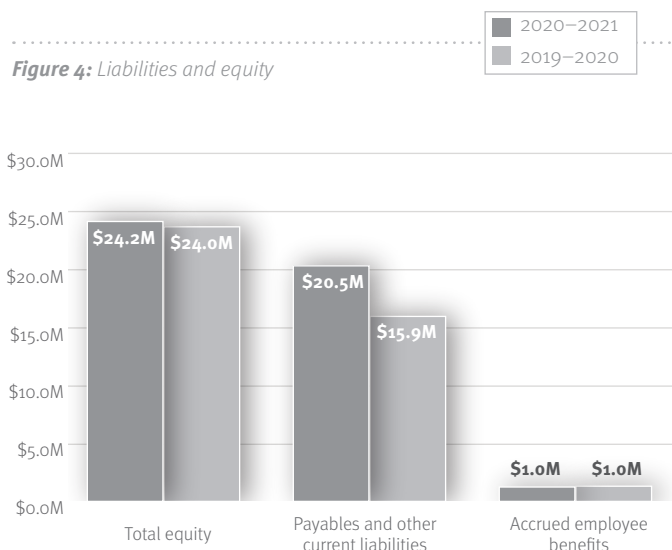
Total equity as at 12 November remained comparable with 2019–2020 (\$24 million).

Figure 4 compares the department’s liabilities and equity as at 12 November 2020 with 2019–2020.

Administered items

Our department administered the payment of \$2.1 million to the Family Responsibilities Commission (FRC) in support of its Welfare Reform activities for the part-year. The FRC is funded through a joint arrangement with the Commonwealth Government under a Memorandum of Understanding. The \$2.1 million contribution to the FRC included \$0.9 million provided by the Commonwealth Government.

In addition, the department gifted house and land to the Woorabinda Aboriginal Shire Council (\$0.2 million) to support that council’s strategic program, with the transaction recognised as a grant.



Department of Aboriginal and Torres Strait Islander Partnerships

Financial Statements

for the period ended 12 November 2020

Table of Contents

Statement of Comprehensive Income	36
Statement of Financial Position	37
Statement of Changes in Equity	38
Statement of Cash Flows	39
Statement of Comprehensive Income by Major Departmental Services	41
Statement of Assets and Liabilities by Major Departmental Services	42
Management Certificate	61
Independent Auditor's Report	62

Notes to and forming part of the Financial Statements ending 12 November 2020

1	Basis of financial statement preparation	43
2	Appropriation revenue	46
3	Grants and other contributions	47
4	Other revenue	47
5	Employee benefits	47
6	Key management personnel (KMP) disclosures and related party transactions	48
7	Supplies and services	50
8	Grants	51
9	Other expenses	51
10	Receivables	51
11	Property, plant and equipment	52
12	Payables	56
13	Accrued employee benefits	56
14	Asset revaluation surplus by class	56
15	Commitments for expenditure	56
16	Contingencies	57
17	Events after the balance date	57
18	Financial risk disclosure	57
19	Schedule of administered items	59
20	Reconciliation of payments from consolidated fund to administered income	60
21	Explanation of major variances	60

Statement of Comprehensive Income

for the period ended 12 November 2020

	NOTES	2021 \$'000	BUDGET * \$'000	BUDGET VARIANCE * \$'000	2020 \$'000
INCOME FROM CONTINUING OPERATIONS					
Appropriation revenue	2	20,530	20,426	104	61,221
Grants and other contributions	3	670	460	210	1,280
Other revenue	4	410	459	(49)	1,103
Total Income from Continuing Operations		21,610	21,345	265	63,604
EXPENSES FROM CONTINUING OPERATIONS					
Employee expenses	5	13,675	13,605	(70)	37,804
Supplies and services	7	4,288	4,518	230	17,129
Grants	8	2,504	2,316	(188)	7,407
Depreciation and amortisation		410	410	–	1,159
Other expenses	9	316	240	(76)	668
Total Expenses from Continuing Operations		21,193	21,089	(104)	64,167
Operating Result from Continuing Operations		417	256	161	(563)
Operating Result for the Year		417	256	161	(563)
OTHER COMPREHENSIVE INCOME					
<i>Items that will not be reclassified to operating result:</i>					
Increase (decrease) in asset revaluation surplus		(102)	–	(102)	285
Total Other Comprehensive Income		(102)	–	(102)	285
Total Comprehensive Income		315	256	59	(278)

* An explanation of major variances is included in Note 21. The budget is per the 2020–21 Service Delivery Statement for the ceasing department as published on 1 December 2020. In keeping with the State Budget Papers for departments, individual agencies' budgeted statement of financial position and cash flow were not published as part of the 2020–21 Service Delivery Statement.

The accompanying Notes form part of these statements.

Statement of Financial Position

as at 12 November 2020

	NOTES	2021 \$'000	2020 \$'000
CURRENT ASSETS			
Cash and cash equivalents		27,437	22,270
Receivables	10	1,293	1,203
Other current assets		705	393
Total Current Assets		29,435	23,866
NON-CURRENT ASSETS			
Property, plant and equipment	11	16,217	16,893
Intangible assets		139	164
Total Non-Current Assets		16,356	17,057
Total Assets		45,791	40,923
CURRENT LIABILITIES			
Payables	12	20,468	15,833
Accrued employee benefits	13	1,025	1,040
Other current liabilities		79	52
Total Current Liabilities		21,572	16,925
Net Assets		24,219	23,998
EQUITY			
Contributed equity		29,744	29,838
Asset revaluation surplus	14	4,756	4,932
Accumulated surplus (deficit)		(10,281)	(10,772)
Total Equity		24,219	23,998

In keeping with the 2020–21 State Budget Papers for departments, individual agencies' budgeted Statements of Financial Position were not published in the 2020–21 Service Delivery Statements.

The accompanying Notes form part of these statements.

Statement of Changes in Equity

for the period ended 12 November 2020

	CONTRIBUTED EQUITY \$'000	ASSET REVALUATION SURPLUS \$'000	ACCUMULATED SURPLUS \$'000	TOTAL \$'000
BALANCE AS AT 1 JULY 2019	35,838	4,647	(10,209)	30,276
Operating result from continuing operations	–	–	(563)	(563)
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	–	286	–	286
Post Machinery of Government adjustment	–	–	–	–
Total Comprehensive Income for the Year	–	286	(563)	(277)
TRANSACTIONS WITH OWNERS AS OWNERS				
Appropriated equity injections	–	–	–	–
Net transfer out – Queensland Government entities	(6,000)	–	–	(6,000)
Net transfer out to Administered	–	–	–	–
Net Transactions with Owners as Owners	(6,000)	–	–	(6,000)
Balance for the year ended 30 June 2020	29,838	4,933	(10,772)	23,999
Operating result from continuing operations	–	–	417	417
OTHER COMPREHENSIVE INCOME				
Decrease in asset revaluation surplus	–	(176)	74	(102)
Post Machinery of Government adjustment	–	–	–	–
Total Comprehensive Income for the Year	–	(176)	491	315
TRANSACTIONS WITH OWNERS AS OWNERS				
Appropriated equity injections	100	–	–	100
Net transfer out to Administered*	(194)	–	–	(194)
Net Transactions with Owners as Owners	(94)	–	–	(94)
Balance for the year ended 12 November 2020	29,744	4,757	(10,282)	24,219

* On 7 July 2020, the Minister approved the transfer of land (\$1 net book value) and house (\$0.194 million net book value) to the Woorabinda Shire Council for nil consideration under DATSIP's asset divestment program. The land title transferred on 6 August 2020. The transaction has been recognised as a reduction in the controlled equity and the recognition of the asset transfer as an Administered Grant permitted under the Financial Reporting Requirements 4F5. Refer to notes 11 and 19.

Statement of Cash Flows

for the period ended 12 November 2020

	2021 \$'000	2020 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES		
<i>Inflows:</i>		
Service appropriation receipts	24,260	69,680
Grants and other contributions	265	1,201
GST input tax credits from ATO	562	2,223
GST collected from customers	10	43
Other	691	766
<i>Outflows:</i>		
Employee expenses	(13,389)	(37,952)
Supplies and services	(4,470)	(18,288)
Grants	(2,010)	(7,838)
GST paid to suppliers	(469)	(2,169)
GST remitted to ATO	(8)	(43)
Other	(370)	(584)
Net cash provided by (used in) operating activities	5,073	7,039
CASH FLOW FROM INVESTING ACTIVITIES		
<i>Inflows:</i>		
Sales of property, plant and equipment	–	–
<i>Outflows:</i>		
Payments for property, plant and equipment	0	155
Payments for intangibles	(6)	(89)
Net cash used in investing activities	(6)	66
CASH FLOW FROM FINANCING ACTIVITIES		
<i>Inflows:</i>		
Equity injection	100	–
<i>Outflows:</i>		
Changes in accounting policy	–	–
Payment to other QLD Govt Entities	–	(6,000)
Net cash provided by (used in) financing activities	100	(6,000)
Cash and cash equivalents – opening balance	22,270	21,165
Net increase (decrease) in cash and cash equivalents	5,167	1,105
Cash and cash equivalents – closing balance	27,437	22,270

In keeping with the 2020–21 State Budget Papers for departments, individual agencies' budgeted Statements of Cash Flows were not published in the 2020–21 Service Delivery Statements.

Statement of Cash Flows (continued)

	2021 \$'000	2020 \$'000
RECONCILIATION OF OPERATING RESULT TO NET CASH PROVIDED BY OPERATING ACTIVITIES		
Operating surplus/(deficit)	417	(563)
<i>Non-Cash items included in operating result:</i>		
Depreciation and amortisation expense	410	1,159
Loss on disposal of non-current assets	–	3
<i>Change in assets and liabilities:</i>		
Increase/(decrease) in unearned revenue	27	(12)
(Increase)/decrease in GST input tax credits receivable	93	53
(Increase)/decrease in receivables	(183)	177
(Increase)/decrease in other assets	(311)	(293)
Increase/(decrease) in appropriation payable	3,730	8,459
Increase/(decrease) in accounts payable	903	(1,364)
Increase/(decrease) in GST payable	2	–
Increase/(decrease) in accrued employee benefits	(15)	(580)
Net Cash Provided by (used in) operating activities	5,073	7,039

The accompanying Notes form part of these statements.

Statement of Comprehensive Income by Major Departmental Services

for the period ended 12 November 2020

	ECONOMIC PARTICIPATION SERVICES 2021 \$'000	COMMUNITY PARTICIPATION SERVICES 2021 \$'000	TOTAL 2021 \$'000	ECONOMIC PARTICIPATION SERVICES 2020 \$'000	COMMUNITY PARTICIPATION SERVICES 2020 \$'000	TOTAL 2020 \$'000
INCOME FROM CONTINUING OPERATIONS						
Appropriation revenue	10,050	10,480	20,530	29,998	31,223	61,221
Grants and other contributions	159	511	670	461	818	1,280
Other revenue	30	380	410	113	990	1,103
Total Income from Continuing Operations	10,239	11,371	21,610	30,573	33,031	63,604
EXPENSES FROM CONTINUING OPERATIONS*						
Employee expenses	6,669	7,006	13,675	17,939	19,865	37,804
Supplies and services	2,140	2,148	4,288	8,767	8,362	17,129
Grants	1,195	1,309	2,504	3,872	3,535	7,407
Depreciation and amortisation	31	379	410	128	1,031	1,159
Other expenses	137	179	316	324	344	668
Total Expenses from Continuing Operations	10,172	11,021	21,193	31,030	33,137	64,168
Operating Result for the Year	67	350	417	(457)	(106)	(563)
OTHER COMPREHENSIVE INCOME						
<i>Items that will not be reclassified to Operating Result:</i>						
Increase/(decrease) in asset revaluation surplus	(9)	(92)	(102)	8	277	285
Total Comprehensive Income	58	258	315	(449)	171	(278)
* Allocation of expenses from corporate services	963	1,098	2,060	2,447	2,759	5,206

Statement of Assets and Liabilities by Major Departmental Services

as at 12 November 2020

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL
	2021	2021	2021	2020	2020	2020
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
CURRENT ASSETS						
Cash and cash equivalents	10,750	16,687	27,437	8,190	14,080	22,270
Receivables	403	890	1,293	728	475	1,203
Other current assets	322	383	705	193	200	393
Total Current Assets	11,475	17,960	29,435	9,111	14,755	23,866
NON-CURRENT ASSETS						
Property, plant and equipment	734	15,483	16,217	765	16,128	16,893
Intangible assets	–	139	139	–	164	164
Total Non-Current Assets	734	15,622	16,356	765	16,292	17,057
Total Assets	12,209	33,582	45,791	9,876	31,047	40,923
CURRENT LIABILITIES						
Payables	8,854	11,614	20,468	6,564	9,269	15,833
Accrued employee benefits	450	575	1,025	508	532	1,040
Other current liabilities	14	65	79	24	28	52
Total Current Liabilities	9,318	12,254	21,572	7,096	9,829	16,925
Net Assets	2,891	21,328	24,219	2,780	21,218	23,998

1. BASIS OF FINANCIAL STATEMENT PREPARATION

Final financial statements of the department as a result of Machinery of Government changes

The department was abolished as a result of the *Public Service Departmental Arrangements Notice (No. 4) 2020*. Under this notice, ongoing responsibility for functions of the department were transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. The effect of this transfer was from 13 November 2020.

As a result of the Machinery of Government changes the department is no longer considered a going concern. While it is not a going concern, these final financial statements have been prepared consistent with the going concern basis, as the transferred functions and services are expected to continue to operate as normal into the foreseeable future within the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. The values of assets and liabilities reported in these financial statements represent their carrying amounts immediately prior to the Machinery of Government change taking effect. These represent the values of the assets and liabilities transferred to, and recognised by, the recipient department. Further details of these transfers are included in Note 1 (i).

Objectives and principle activities of the department

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

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

Level 9, 1 William Street
Brisbane QLD 4000

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

The department is funded principally by parliamentary appropriations. It also receives grant revenue from other Queensland Government entities as contribution towards departmental initiatives.

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

- Economic Participation services which aims to increase the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the Queensland economy by delivering policies, programs and services that result in Aboriginal peoples and Torres Strait Islander peoples entering and actively participating in the workforce, and having more opportunities to secure businesses, to own land and to own their homes. This includes brokering employment opportunities in various industry sectors, assisting aspiring Aboriginal and Torres Strait Islander home owners to move towards home ownership, and improving business opportunities for Aboriginal and Torres Strait Islander businesses.
- Community Participation services which aims to improve the community participation and wellbeing of Aboriginal peoples and Torres Strait Islander peoples by delivering and influencing policies and programs that result in greater social cohesion, connected communities, and communities that protect and value Aboriginal and Torres Strait Islander cultures and heritage. This includes supporting key reforms related to child protection, domestic and family violence and justice; and leading whole-of-government efforts to reframe the relationship between the Queensland Government and Aboriginal and Torres Strait Islander Queenslanders and improve the life outcomes of Aboriginal and Torres Strait Islander Queenslanders.

Summary of significant accounting policies**a) Compliance with prescribed requirements**

The department has prepared these financial statements in compliance with section 38 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2020.

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

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

b) Authorisation of Financial Statements for issue

The financial statements are authorised for issue by the former Director-General and the former Chief Finance Officer of the former Department of Aboriginal and Torres Strait Islander Partnerships at the date of signing the Management Certificate.

1. BASIS OF FINANCIAL STATEMENT PREPARATION (CONTINUED)**c) The reporting entity**

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

d) Climate Risk Disclosure

The department addresses the financial impacts of climate related risks by identifying and monitoring the accounting judgements and estimates that will potentially be affected, including asset useful lives, fair value of assets, provisions or contingent liabilities and changes to future expenses and revenue.

The department has not identified any material climate related risks relevant to the financial report at the reporting date, however constantly monitors the emergence of such risks under the Queensland Government's Climate Transition Strategy. No adjustments to the carrying value of recorded assets or other adjustments to the amounts recorded in the financial statements were recognised during the financial year.

e) 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.

f) Other presentation matters**Currency and rounding**

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

Comparatives

Comparative information reflects the audited 2019–20 financial statements, which was for the full financial year. The 2020–21 financial information reports on the period 1 July 2020 to 12 November 2020, a period of 4 months and 12 days.

Current/non-current classification

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

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

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

g) First year application of new accounting standards or change in accounting policy**Application of New Accounting Standard – AASB 1059 Service Concession Arrangements: Grantors**

AASB 1059 Service Concession Arrangements: Grantors became applicable in 2020–21.

The department has identified no material impact resulting from adopting the new standard:

- The standard addresses accounting by public sector grantors in Service Concession Arrangements which are also known as public-private partnerships (PPPs).
- The department has performed a review and determined that none of its grant funding arrangements would meet the definition of a service concession arrangement. Accordingly the impact of adopting AASB 1059 in the reporting year is immaterial. As these are the final financial statements for the department the standard is not applicable to future reporting years.

Accounting standards early adoption

No accounting standards have been early adopted in 2020–21.

h) Future impact of accounting standards not yet effective

At the date of authorisation of the final financial statements there were a number of new or amended Australian Accounting Standards with future commencement dates. As these are the final financial statements for the department these standards are not applicable.

1. BASIS OF FINANCIAL STATEMENT PREPARATION (CONTINUED)

i) Machinery of Government (MoG) Changes

As a result of the abolition of the Department of Aboriginal and Torres Strait Islander Partnerships pursuant to *Public Service Departmental Arrangements Notice (No. 4) 2020*, its assets and liabilities were transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. The effective date of the transfer was the 13 November 2020.

The assets and liabilities transferred as a result of this change were as follows:

Transferred to Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships:**CONTROLLED**

	\$'000
ASSETS	
Current assets	
Cash and cash equivalents	27,437
Receivables	1,293
Other current assets	705
Total current assets	29,435
Non-current assets	
Property, plant and equipment	16,217
Intangibles	139
Total non-current assets	16,356
Total assets	45,791
LIABILITIES	
Current liabilities	
Payables	20,468
Accrued employee benefits	1,025
Other current liabilities	79
Total current liabilities	21,572
Net assets transferred	24,219

1. BASIS OF FINANCIAL STATEMENT PREPARATION (CONTINUED)

i) Machinery of Government (MoG) Changes (continued)

ADMINISTERED

	\$'000
ASSETS	
Current assets	
Cash and cash equivalents	154
Appropriation revenue receivable	143
Total current assets	297
LIABILITIES	
Appropriation Payable equity withdrawal	194
Total liabilities	194
Net administered assets/(liabilities)	103

	2021 \$'000	2020 \$'000
--	----------------	----------------

2. APPROPRIATION REVENUE

Reconciliation of payments from Consolidated Fund to appropriated revenue

Original budgeted appropriation	24,260	81,114
Transfer from/(to) other departments (refer to Note 1 (i))	–	(3,093)
Transfer to administered revenue, refer to Note 19	–	–
Lapsed appropriation revenue	–	(8,341)
Transfers to other departments – Machinery of Government	–	–
Total appropriation receipts (cash)	24,260	69,680
Less: Opening balance of appropriation revenue receivable	–	–
Plus: Closing balance of appropriation revenue receivable	–	–
Plus: Opening balance of deferred appropriation payable to Consolidated Fund	14,813	6,354
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(18,543)	(14,813)
Net appropriation revenue	20,530	61,221
Plus: Deferred appropriation payable to Consolidated Fund (expense)	–	–
Appropriation revenue recognised in statement of comprehensive income	20,530	61,221

Appropriations provided under the *Appropriation Act (No.1) 2020* are recognised as revenue when received. Where the department has an obligation to return unspent (or unapplied) appropriation receipts to Consolidated Fund at year end (a deferred appropriation repayable to Consolidated Fund), a liability is recognised with a corresponding reduction to appropriation revenue, reflecting the net appropriation revenue position with Consolidated Fund for the reporting period. Capital appropriations are recognised as adjustments to equity.

	2021 \$'000	2020 \$'000
3. GRANTS AND OTHER CONTRIBUTIONS		
Grants	555	968
Services received below fair value	115	312
Total	670	1,280

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

Grants include contributions from the Queensland Mental Health Commission for the design and delivery of mental health programs in the community (2020–21 \$0.520m; 2019–20 nil) and contributions from other State Government entities for advancement of departmental services (2020–21 \$0.150m; 2019–20 \$0.540m).

Services received below fair value represent services for archiving services which would have been purchased had they not been donated by Queensland State Archives. An equal amount is recognised as revenue and an expense for the fair value of the services received.

4. OTHER REVENUE		
General Recoveries	15	85
Other Revenue*	394	1,017
Total	410	1,103

* Other revenue includes reimbursement from Community Enterprise Queensland for depreciation of the Retail Stores (2020–21 \$0.314m; 2019–20 \$0.781m) and revenue from property rental income (2020–21 \$0.072m; 2019–20 \$0.178m).

5. EMPLOYEE BENEFITS		
Employee benefits		
Wages and salaries	9,796	27,076
Employer superannuation contributions	1,421	3,815
Annual leave levy/expense	1,339	3,538
Sick leave expense	602	1,931
Long service leave levy/expense	252	679
Other employee benefits	161	443
	13,571	37,482
Employee related expenses		
Other employee related expenses	49	183
Workers' compensation premium	55	139
	104	322
Total	13,675	37,804

EMPLOYEE BENEFITS

Wages, salaries

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

Sick Leave

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

Annual leave and long service leave

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

These levies are expensed in the period in which they are payable. Amounts paid to employees for leave taken are claimed from the scheme quarterly in arrears. No provision for annual leave is recognised in the department's financial statements as the liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

5. EMPLOYEE BENEFITS (CONTINUED)

Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's QSuper defined benefit plan as determined by the employee's conditions of employment.

Defined Contribution Plans – Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant Enterprise Bargaining Agreement or other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

Defined Benefit Plan – 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*. The amount of contributions for defined benefit plan obligations is based upon the rates determined by the Treasurer on the advice of the State Actuary. Contributions are paid by the department at the specified rate following completion of the employee's service each pay period. The department's obligations are limited to those contributions paid.

Workers compensation premiums

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

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

Key management personnel and remuneration disclosures are detailed in Note 6.

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

	2021	2020
Number of full-time equivalent employees	275	293

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

DETAILS OF KEY MANAGEMENT PERSONNEL

The department's responsible Minister is the Honourable Craig Crawford, Minister for Fire and Emergency Services and Minister for Aboriginal and Torres Strait Islander Partnerships, from 1 July 2020 to 12 November 2020. The responsible Minister is identified as part of the department's key management personnel (KMP), consistent with AASB 124 *Related Party Disclosures*.

The following details for non-ministerial KMP reflect those departmental positions that had authority and responsibility for planning, directing and controlling the activities of the department for the period 1 July 2020 to 12 November 2020 and for the 2019–20 financial year. Further information about these positions can be found in the body of the Annual Report under the section relating to Executive Management.

KMP for the department has been assessed as the department's Board which comprised the following positions at 12 November 2020:

POSITION	POSITION RESPONSIBILITY
Director-General	The efficient, effective and economic administration of the department.
Deputy Director-General Culture and Economic Participation	Developing, leading and driving the development and implementation of culture and economic policy, strategic initiatives and programs.
Deputy Director-General Policy and Corporate Services	Developing, leading and driving the development and implementation of social and economic policy, strategic initiatives, programs and corporate services.
Chief Finance Officer	The efficient and effective financial administration of the department.

KMP REMUNERATION POLICIES

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

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

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

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

Remuneration expenses for those KMP comprise the following components:

- Short-term employee expenses includes:
 - salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position; and
 - non-monetary benefits – consisting of provision of a carpark and fringe benefits tax applicable to the benefit.
- Long-term employee expenses include amounts expensed in respect of long service leave entitlements earned.
- Post employment expenses include amounts expensed in respect of employer superannuation obligations.
- Termination benefits include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

The following disclosures focus on the expenses incurred by the department attributable to non-ministerial KMP during the period 1 July 2020 to 12 November 2020 and for the 2019–20 financial year, where those positions are common across the financial years.

2020–21

POSITION	SHORT-TERM EMPLOYEE EXPENSES		LONG-TERM EMPLOYEE EXPENSES	POST EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES	NON-MONETARY BENEFITS				
	\$'000	\$'000				
Director-General	162	1	3	20	–	186
Deputy Director-General Culture and Economic Participation	89	1	2	10	–	102
Deputy Director-General Policy and Corporate Services	89	1	2	10	–	102
Chief Finance Officer	58	1	1	7	–	67

The remuneration expenses disclosed include the substantive KMP's remuneration expenses as well as remuneration earned while he/she acted in another KMP position throughout the financial year on a short term basis.

Some backfilling arrangements of KMPs by non-KMP officers have been excluded on the basis of being immaterial in relation to the time spent in the KMP role.

2019–20

POSITION	SHORT-TERM EMPLOYEE EXPENSES		LONG-TERM EMPLOYEE EXPENSES	POST EMPLOYMENT EXPENSES	TERMINATION BENEFITS	TOTAL EXPENSES
	MONETARY EXPENSES	NON-MONETARY BENEFITS				
	\$'000	\$'000				
Director-General	442	2	10	53	–	507
Deputy Director-General Culture and Economic Participation	261	2	6	27	–	296
Deputy Director-General Policy and Corporate Services	237	2	6	26	–	271

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

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

PERFORMANCE PAYMENTS

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

RELATED PARTY DISCLOSURES

There have been no transactions with people or entities related to Key Management personnel of the department for the period 1 July 2020 to 12 November 2020.

TRANSACTIONS WITH OTHER QUEENSLAND GOVERNMENT–CONTROLLED ENTITIES

Note 1 (i) outlines the transfer of assets and liabilities from the department to other Queensland Government departments arising from the Machinery of Government changes pursuant to the Public Service Departmental Arrangements Notice (No. 4) 2020–21.

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

The department received grants revenue of \$0.520 million from the Queensland Mental Health Commission for the design and delivery of mental health programs during the period 1 July to 12 November 2020.

During the period 1 July to 12 November 2020, the department paid the former Department of Housing and Public Works \$1.790 million for the accommodation usage and property operating costs, \$0.124 million for property repairs and maintenance, and \$0.066 million for vehicle usage costs.

During the period 1 July to 12 November 2020, the department paid the former Department of Child Safety, Youth and Women \$0.414 million for ICT, legal, and reporting system corporate support costs under MOU arrangements.

During the period 1 July to 12 November 2020, the department paid the former Department of Communities, Disability Services and Seniors \$0.139 million for Internal Audit, Ethical Standards and procurement support services under MOU arrangements.

During the period 1 July to 12 November 2020, the department paid the former Department of Housing and Public Works (Queensland Shared Services) \$0.275 million for human resources and financial services transactional and system services under MOU arrangements.

During the period 1 July to 12 November 2020, the department paid the Public Trustee of Queensland \$1.4 million for Queensland Aboriginal and Torres Strait Islander Foundation Scholarships education scholarships.

During the period 1 July to 12 November 2020, the department paid the Queensland Government Statisticians and Treasury Office \$0.110 million for the provision of statistical data and reporting services and insurance services.

During the period 1 July to 12 November 2020, the department paid Crown Law Office \$0.101 million for the provision of legal services.

	2021 \$'000	2020 \$'000
7. SUPPLIES AND SERVICES		
Service procurement	218	1,422
Professional and technical fees	536	4,522
Office accommodation and motor vehicles*	1,294	3,398
Outsourced corporate and professional services	940	2,478
Property operational costs	447	1,299
Travel	131	1,182
Administration costs	84	506
Repairs and maintenance	135	644
Consultancies	108	611
Telecommunications	176	435
Computer operating costs	106	188
Minor plant and equipment	39	98
Other	74	346
Total	4,288	17,129

* Includes payments for the use of office accommodation, employee residential accommodation and motor vehicles to the former Department of Housing and Public Works, who hold substantive substitution rights over the assets used.

	2021 \$'000	2020 \$'000
8. GRANTS		
Grants – capital	49	2,791
Grants – operating	2,455	4,571
Sponsorships	–	45
Total	2,504	7,407

9. OTHER EXPENSES		
External audit fees *	167	130
Insurance premiums	34	97
Loss on disposal of non-current assets	–	3
Special payments - out-of-court-settlement	–	65
Services received below fair value**	115	312
Other expenses	–	61
Total	316	668

* The Auditor-General of Queensland is the department's external auditor. The external audit fees for the current year covering the period 1 July to 12 November 2020 includes \$0.082 million (GST exclusive) relating to the finalisation of the 2019–20 audit and an accrued estimate to 12 November 2020 of \$0.085 million (GST exclusive) relating to the audit of the final 2020–21 statements for the department. The 2019–20 Audit Fee of \$0.130 million represents costs incurred to 30 June 2020 for audit work performed to conclude the 2018–19 statements and commence the audit of the 2019–20 statements.

** Services received below fair value reflects State Archive services received free of charge.

10. RECEIVABLES		
Trade and other debtors	761	603
Less: allowance for impairment loss	(39)	(39)
	722	564
GST input tax credits receivable	150	243
GST payable	–	–
	150	243
Annual leave reimbursements	366	338
Long service leave reimbursements	55	58
Total	1,293	1,203

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

	2021 \$'000	2020 \$'000
11. PROPERTY, PLANT AND EQUIPMENT		
LAND: AT FAIR VALUE		
Gross	1,410	1,410
BUILDINGS: AT FAIR VALUE		
Gross	29,158	29,729
Less: Accumulated depreciation	(14,842)	(14,779)
	14,316	14,950
PLANT AND EQUIPMENT: AT COST		
Gross	1,627	1,633
Less: Accumulated depreciation	(1,136)	(1,100)
	491	533
Total	16,217	16,893

PROPERTY, PLANT AND EQUIPMENT RECONCILIATION

	LAND \$'000	BUILDINGS \$'000	PLANT AND EQUIPMENT \$'000	TOTAL \$'000
Carrying amount at 1 July 2020	1,411	14,950	533	16,894
Acquisitions	–	–	–	–
Disposals	–	–	–	–
Retirement	–	–	–	–
Transfers between assets classes	(1)	6	(6)	(1)
Transfer of assets to other entities*	–	(194)	–	(194)
Revaluation increments / (decrements)	–	(102)	–	(102)
Depreciation	–	(344)	(36)	(381)
Carrying amount at 12 November 2020	1,410	14,316	491	16,217

* The department transferred land (net book value \$1) and buildings (net book value \$0.194 million) to Woorabinda Aboriginal Shire Council. This transfer has been disclosed as a grant in the administered accounts with the value of the grant assessed at the fair value of the assets (\$0.194 million). Refer to the Statement of Changes in Equity and Note 19 for further information.

Carrying amount at 1 July 2019	1,530	15,645	712	17,887
Acquisitions	–	–	6	6
Disposals	–	–	(3)	(3)
Transfer in from other Queensland Government entities	–	–	–	–
Transfers between assets classes	–	–	–	–
Transfer of assets to other entities	(164)	–	–	(164)
Revaluation increments / (decrements)	45	240	–	285
Depreciation	–	(935)	(182)	(1,117)
Carrying amount at 30 June 2020	1,411	14,950	533	16,894

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

RECOGNITION AND ACQUISITION**Property, plant and equipment thresholds**

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

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

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

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

Accounting policy – Cost of Acquisition

Actual cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use. However, any training costs are expensed as incurred.

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

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

Revaluations of property, plant and equipment

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

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

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

Revaluations by an independent professional valuer are generally undertaken at least once every five years. In interim years, land and buildings may be revalued by use of appropriate and relevant indices.

Materiality concepts under FRR 2B Materiality, are considered in determining whether the difference between the carrying amount and the fair value of an asset is material. The department has the option of choosing only to account for the impact of indexation if the cumulative change in the index results in a five per cent or greater (either positive or negative) change in the reported asset balances.

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

A Memorandum of Understanding was implemented on 1 May 2017 and renewed in December 2018, under which CEQ reimburses the department's depreciation expenses.

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

In 2020–21, the department revalued land and buildings by use of appropriate indexes. The department engaged State Valuation Service (SVS) to supply these indices.

SVS advised that land values remain unchanged as at 12 November 2020 compared to 30 June 2020 values. This resulted in a nil movement in the Revaluation Reserve for land assets.

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

Management assesses and confirms the relevance and suitability of these indices.

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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

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

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

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

Management assesses and confirms the relevance and suitability of these indices.

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

FAIR VALUE

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

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

Overall buildings were revalued in 2020–21 based on an indexation of 0.99% decrease as advised by State Valuation Services, applicable to all departmentally controlled buildings and respective sub-components. Employee houses and respective sub-components were revalued in 2020–21 based on an indexation of a 1% increase, and a devaluation of 1% was applied against Retail Stores and all other buildings (including respective sub-components). Overall this resulted in a decrease to the Revaluation Reserve of \$0.102 million.

- Level 1 – represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets.
- 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 are eligible for categorisation into level 1 of the fair value hierarchy.

Buildings on DOGIT land comprise the majority of the department's non-current assets and are valued using the Current Replacement Cost method. As such these are considered to be specialised buildings and categorised into level 3 of the fair value hierarchy. None of the department's valuations are eligible for categorisation into level 1 of the fair value hierarchy. There were no asset transfers between fair value hierarchy levels during 2019–20 and these are outlined in the table below:

	LEVEL 2		LEVEL 3		TOTAL	
	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000
Buildings	2,234	2,277	12,082	12,673	14,316	14,950
Land	1,410	1,410	–	–	1,410	1,410

LEVEL 3 FAIR VALUE MEASUREMENT – RECONCILIATION

	BUILDINGS		LAND	
	2021 \$'000	2020 \$'000	2021 \$'000	2020 \$'000
Carrying Amount at 1 July	12,673	13,342	–	–
Transfers in from other entities	–	–	–	–
Acquisitions	7	–	–	–
Transfers out to other classes	–	–	–	–
Assets reclassified as held for sale	–	–	–	–
Transfers from Level 2 class	–	–	–	–
Transfers of assets to other entities	(194)	–	–	–
Net revaluation increments/(decrements) in operating surplus	–	–	–	–
Net revaluation increments/(decrements) in other comprehensive income	(87)	203	–	–
Depreciation	(316)	(873)	–	–
Carrying amount at 12 November	12,083	12,672	–	–

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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

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

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

DEPRECIATION OF PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment is depreciated on a straight-line basis to allocate the net cost or revalued amount of each asset, less any estimated residual value, progressively over its estimated useful life to the department. Land is not depreciated as it has an unlimited useful life.

The remaining useful lives of buildings, plant and equipment are reviewed annually.

Assets under construction (work-in-progress) are not depreciated until they reach service delivery capacity.

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

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

ASSET	RANGE OF USEFUL LIFE	AVERAGE USEFUL LIFE
Buildings	15 – 97 years	37.90 years
Plant and equipment	4 – 14 years	7.75 years

RETAIL STORES AND COMMUNITY FACILITIES DIVESTMENT PROGRAM

DATSIP is the trustee of various reserve lands located within discrete indigenous communities, urban communities and Islands in the Torres Strait, some of which have community facilities attached used by the local communities. The department is assessing options to transfer these assets to Traditional Owners or local councils, and there is no certainty as to likely outcomes over the foreseeable future. Until agreement is reached with the Traditional Owners and relevant local councils for these prospective transfers, the department will continue to control these assets.

These assets include:

- Olandi Hall, Thursday Island (land held in trust and buildings) – value \$1.628 million.
- Mona Mona (land held in trust and a meeting shed) – value \$0.851 million.
- Residential dwellings and land held in trust, Irvinebank – value \$0.215 million.
- A number of reserves in remote locations in the Torres Strait and on the mainland – the majority of these reserves are valued at \$1 in accordance with The *Land Act 1994* which enables unallocated state land held in trust for the local community to be valued at a nominal amount.

The department transferred land (net book value \$1) and buildings (net book value \$0.194 million) to Woorabinda Aboriginal Shire Council. This transfer has been disclosed as a grant in the administered accounts with the value of the grant assessed at the fair value of the assets (\$0.194 million). Refer to Note 19 for further information.

The department currently controls a number of Retail Stores and associated housing assets in remote communities. These assets are valued at \$9.504 million. Community Enterprise Queensland (CEQ) currently operates the Retail Stores on behalf of the department under MOU arrangements whereby CEQ reimburses the department's depreciation expenses. The department also controls the Lockhart River Multi-Tenant Service Centre (\$2.057 million).

	2021 \$'000	2020 \$'000
12. PAYABLES		
Deferred appropriation payable to Consolidated Fund	18,543	14,813
Trade creditors	1,213	801
Grants payable	700	206
Other	12	13
Total	20,468	15,833

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

In response to the COVID-19 Pandemic, the Queensland Government announced a payment policy to assist vendors, with payments made to suppliers as soon as service or goods have been provided to the terms of the agreement and invoice received. There is no cash risk to the department. The department continues to monitor the on-going operations of its major non-government vendors for services procured and their potential as a going concern. There are no material prepayments for the supply of goods and services.

13. ACCRUED EMPLOYEE BENEFITS		
Annual leave levy payable	511	859
Wages and salaries payable	428	–
Long service leave levy payable	86	181
Total	1,025	1,040

	LAND \$'000	BUILDINGS \$'000	TOTAL \$'000
--	----------------	---------------------	-----------------

14. ASSET REVALUATION SURPLUS BY CLASS			
Carrying amount at 1 July 2019	936	3,711	4,647
Net revaluation increments / (decrements)	45	240	285
Carrying amount at 30 June 2020	981	3,951	4,932
Carrying amount at 1 July 2020	981	3,951	4,932
Net revaluation increments / (decrements)	15	(191)	(176)
Carrying amount at 12 November 2020	996	3,760	4,756

15. COMMITMENTS FOR EXPENDITURE

Capital expenditure commitments

Commitments for capital expenditure at reporting date (inclusive of non-recoverable GST input tax credits) are payable:

	2021 \$'000	2020 \$'000
Buildings		
No later than one year	126	126
Later than one year and no later than five years	–	–
Later than five years	–	–
Total	126	126

16. CONTINGENCIES

LITIGATION IN PROGRESS

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

17. EVENTS AFTER THE BALANCE DATE

The department was abolished as a result of the Public Service Departmental Arrangements Notice (No. 4) 2020. Under this notice, ongoing responsibility for functions of the department were transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. The effect of this transfer was from 13 November 2020.

There are no further post balance date matters with respect to the ceasing department.

18. FINANCIAL RISK DISCLOSURE

FINANCIAL INSTRUMENT CATEGORIES

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

	NOTES	2021 \$'000	2020 \$'000
FINANCIAL ASSETS			
Cash and cash equivalents		27,437	22,270
Financial assets at amortised cost: Receivables	10	1,293	1,203
Total financial assets		28,730	23,473
FINANCIAL LIABILITIES			
Financial liabilities at amortised cost: Payables	12	20,468	15,833
Total financial liabilities at amortised cost		20,468	15,833

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

RISKS ARISING FROM FINANCIAL INSTRUMENTS

(a) Risk exposure

Financial risk management is implemented pursuant to Queensland Government and departmental policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the department. All financial risk is managed by the accounting and reporting division under policies approved by the department. The department provides written principles for overall risk management, as well as policies covering specific areas.

In response to the COVID-19 Pandemic, the Queensland Government announced a payment policy to assist vendors, with payments made to suppliers as soon as service or goods have been provided to the terms of the agreement and invoice received. There is no cash risk to the department.

The department continues to monitor the on-going operations of its major non-government vendors for services procured and their potential as a going concern. There are no material prepayments for the supply of goods and services.

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

RISK EXPOSURE	DEFINITION	EXPOSURE
Credit risk	The risk that the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The department is exposed to credit risk in respect of its receivables (Note 10).
Liquidity risk	The risk that the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The department is exposed to liquidity risk in respect of its payables (Note 12).
Market risk	The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.	The department does not trade in foreign currency and is not materially exposed to commodity price changes or other market prices.
	Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.	The department is not exposed to interest rate risk.

18. FINANCIAL RISK DISCLOSURE (CONTINUED)

(b) Risk measurement and management strategies

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

CREDIT RISK DISCLOSURES**Credit risk management practices**

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

FINANCIAL ASSETS PAST DUE BUT NOT IMPAIRED	OVERDUE				TOTAL \$'000
	1 – 30 DAYS \$'000	31 – 60 DAYS \$'000	61 – 90 DAYS \$'000	GREATER THAN 90 DAYS \$'000	
Receivables 2020–21	1,260	(2)	2	33	1,293
Receivables 2019–20	823	341	–	39	1,203

	2021 \$'000	2020 \$'000
MOVEMENT IN LOSS ALLOWANCE FOR TRADE AND OTHER DEBTORS		
Loss allowance as at 1 July	39	46
Increase/decrease in allowance recognised in operating result	–	39
Amounts written-off during the year	–	(46)
Loss allowance as at 12 November 2020	39	39

LIQUIDITY RISK

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

FINANCIAL LIABILITIES	PAYABLE			TOTAL \$'000
	< 1 YEAR \$'000	1 – 5 YEARS \$'000	> 5 YEARS \$'000	
Payables 2020–21	20,468	–	–	20,468
Payables 2019–20	15,833	–	–	15,833

19. SCHEDULE OF ADMINISTERED ITEMS

The department administers, but does not control, certain resources on behalf of the Queensland Government. It has responsibility for administering those activities and related transactions and balances efficiently and effectively.

	2021 \$'000	BUDGET* \$'000	BUDGETED VARIANCE* \$'000	2020 \$'000
ADMINISTERED INCOME				
Appropriation revenue	1,374	1,374	–	7,641
Grants and other contributions	900	900	–	2,700
Total Administered Income	2,274	2,274	–	10,341
ADMINISTERED EXPENSES				
Grants**	2,274	2,274	–	10,341
Total Administered Expenses	2,274	2,274	–	10,341
Operating surplus/(deficit)	–	–	–	–
ADMINISTERED ASSETS*				
Cash	154	–	–	154
Appropriation revenue receivable	143	–	–	–
Total assets	297	–	–	154
ADMINISTERED LIABILITIES*				
Deferred appropriation payable to consolidated fund	–	–	–	51
Appropriation Payable equity withdrawal	194	–	–	–
Total liabilities	194	–	–	51
Net administered assets/(liabilities)	103	–	–	103
ADMINISTERED EQUITY				
Contributed equity	68	–	–	68
Accumulated surplus	36	–	–	35
Total administered equity	103	–	–	103

* In keeping with the 2020–21 State Budget Paper's for departments, individual agencies budgeted. Statements of Financial Position were not published as part of the 2020–21 Service Delivery Statements.

****GRANTS****Western Cape Communities Co-Existence Agreement**

The funding for the royalty payments is to meet the annual payment the Queensland Government pays to the trustee of the Western Cape Community Trust under the Western Cape Co-Existence Agreement.

The objective of the Trust is to promote and benefit the general welfare of the communities described in the Western Cape Co-Existence Agreement, including the Aboriginal communities and Traditional Owners of Western Cape York Peninsula.

Family Responsibilities Commission

The Family Responsibility Commission (FRC) is jointly funded by the Queensland and Commonwealth governments. Payments to the FRC are for operating costs for the Commission to support welfare reform and responsible standards of behaviour, local authority and wellbeing.

Woorabinda Aboriginal Shire Council

Transfer of Land and Manager Residence at 32 Munns Drive Woorabinda (Refer to the Statement of Changes in Equity and Note 11).

Total Administered Expenses

	–			5,379
	2,080			4,962
	194			–
Total Administered Expenses	2,274	2,274	–	10,341

20. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED INCOME

	2021 \$'000	BUDGET* \$'000	BUDGETED VARIANCE* \$'000	2020 \$'000
Original budgeted appropriation revenue	1,180	–	–	10,105
Lapsed Appropriation	–	–	–	(2,413)
Total administered receipts (Cash)	1,180	–	–	7,692
Less: Opening balance of appropriation revenue receivable	–	–	–	–
Plus: Closing balance of appropriation revenue receivable	143	–	–	–
Plus: Opening balance of deferred appropriation payable to consolidated fund	51	–	–	–
Less: Closing balance of deferred appropriation payable to consolidated fund	–	–	–	(51)
Administered income recognised in Note 19	1,374	–	–	7,641

21. EXPLANATIONS OF MAJOR VARIANCES – BUDGET VS ACTUAL COMPARISON

CONTROLLED ITEMS	
Budget	In keeping with the 2020–21 State Budget Papers for departments, individual agencies budgeted Statements of Financial Position and Statements of Cash Flows were not published as part of the 2020–21 Service Delivery Statements.
Grants and other contributions	The increase in grants and other contributions revenue of \$0.200 million primarily reflects increased revenue above budget received from the Queensland Mental Health Commission for the design and delivery of mental health programs.
Supplies and Services	Supplies and services are lower than forecast reflecting a range of operational expenses that were incurred in November 2020 but were ultimately recognised as prepayments as at the date of abolishment of 12 November 2020.
Grants	Grant expenses are higher than forecast reflecting a range of grant expenses recorded in November 2020 and were ultimately recognised as expensed as at the date of abolishment of 12 November 2020.
Other Expenses	Other expenses are higher than budget (\$0.076 million) reflecting the expected Queensland Audit Office fees recognised to conclude the audit of the department's final statements.
Operating Surplus	The Operating Result is higher than budget reflecting the increase in grants and other contributions revenue above budget received from the Queensland Mental Health Commission for the design and delivery of mental health programs.

Department of Aboriginal and Torres Strait Islander Partnerships Management Certificate

for the period ended 12 November 2020

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 38 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with s.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 period ended 12 November 2020 and of the financial position of the department at the end of that period.

The Director-General, as the Accountable Officer of the Department, acknowledges responsibility under s.7 and s.11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



Timothy Hodda, FCPA
Chief Finance Officer

25 February 2021



Dr Chris Sarra, PhD
Director-General

25 February 2021

INDEPENDENT AUDITOR'S REPORT

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

Report on the audit of the final financial report

Opinion

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

In my opinion, the final financial report:

- a) gives a true and fair view of the former department's financial position as at 12 November 2020, and its financial performance and cash flows for the final period 1 July 2020 to 12 November 2020
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

The final financial report comprises the statement of financial position as at 12 November 2020, the statement of comprehensive income, statement of changes in equity, statement of cash flows for the period 1 July 2020 to 12 November 2020, notes to the financial statements including summaries of significant accounting policies and other explanatory information, and the management certificate.

Basis for opinion

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

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

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

Emphasis of Matter—Abolition of the Department of Aboriginal and Torres Strait Islander Partnerships

I draw attention to Note 1 of the financial report, which discloses that the department was abolished on 12 November 2020 under the Public Service Departmental Arrangements Notice (No 4) 2020.

Ongoing responsibility for functions of the department, and its assets and liabilities, was transferred to the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. The transfer of assets and liabilities occurred at the values stated in this report on abolition, reflecting an orderly realisation of net assets. Because of this, the financial report is prepared on a basis that is consistent with a going concern basis.

My opinion is not modified in respect of this matter.

Responsibilities of the department for the final financial report

The former Accountable Officer is responsible for the preparation of the final financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and for such internal control as the former Accountable Officer determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The former Accountable Officer is also responsible for assessing the former department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting.

Auditor's responsibilities for the audit of the financial report

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

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

- Identify and assess the risks of material misstatement of the final financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. This is not done for the purpose of expressing an opinion on the effectiveness of the former department's internal controls, but allows me to express an opinion on compliance with prescribed requirements.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the former department.

- Conclude on the appropriateness of the former department's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the former department's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the final financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report.
- Evaluate the overall presentation, structure and content of the final financial report, including the disclosures, and whether the final financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the period 1 July 2020 to 12 November 2020:

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

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the department's transactions and account balances to enable the preparation of a true and fair financial report.



John Welsh
as delegate of the Auditor-General

26 February 2021

Queensland Audit Office
Brisbane

In this section

Appendix 1: Glossary

Appendix 2: Our legislation

Appendix 3: Department boards and committees

Appendix 4: Service Delivery Statements

Appendix 5: Government bodies

Appendix 6: Compliance checklist

Public availability of report

Contact details



Appendix 1: Glossary

Aboriginal and Torres Strait Islander Cultural Capability Framework	<p>Cultural capability is the integration of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal peoples and Torres Strait Islander peoples. It is demonstrated through knowledge, skills and behaviours.</p> <p>The Aboriginal and Torres Strait Islander Cultural Capability Framework is underpinned by five principles: valuing culture; leadership and accountability; building cultural capability to improve economic participation; Aboriginal and Torres Strait Islander engagement and stronger partnerships; and culturally responsive systems and services.</p> <p>The framework is the foundation document that underpins all Queensland Government actions aimed at ensuring Aboriginal and Torres Strait Islander Queenslanders enjoy the same opportunities—economic, education, health, housing and social—as non-Indigenous Queenslanders. It underpins the way we do business so we can ensure all Aboriginal and Torres Strait Islander Queenslanders share equally in the future of our great state.</p>
Alcohol Management Plans	<p>Alcohol Management Plans are in place in 19 discrete Aboriginal and Torres Strait Islander communities across 15 local government areas in Queensland, and are designed to reduce alcohol-related violence, particularly against women, children and the elderly. Alcohol Management Plans are tailored to each community, but all contain strategies to reduce alcohol supply and demand.</p>
Closing the Gap	<p>A commitment by all Australian governments to work towards a better future for Aboriginal peoples and Torres Strait Islander peoples. It aims to close the gap of Aboriginal and Torres Strait Islander disadvantage in areas such as life expectancy, health, housing, education and employment.</p>
Co-design	<p>Co-design is an approach to design that attempts to actively involve all stakeholders in the design process to help ensure the result meets their needs and is usable.</p>
Co-led	<p>Co-led refers to leading together—taking a joint lead—one of a group of equals who jointly take lead roles.</p>
Cultural heritage	<p>Aboriginal and Torres Strait Islander cultural heritage is anything that is a significant Aboriginal or Torres Strait Islander area or object in Queensland, or evidence of archaeological or historical significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.</p>
Discrete communities	<p>This term refers to the following 19 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mornington Island, Mapoon, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal and Yarrabah.</p>
Family Responsibilities Commission	<p>The Family Responsibilities Commission is a statutory body, established under the Queensland <i>Family Responsibilities Commission Act 2008</i> to support the establishment of local Aboriginal and Torres Strait Islander authority and the restoration of social norms in the Welfare Reform communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.</p>
Full-time equivalent	<p>Full-time equivalent is calculated by the number of hours worked in a period divided by the award full-time hours prescribed by the award/industrial instrument for the person's position. For example, a person working 20 hours per week in a position prescribed as 40 hours has a full-time equivalent of 0.5. An organisation's full-time equivalent is the sum of all full-time equivalents. Minimum Obligatory Human Resources Information business requirements mean that this period is the last full fortnight of a quarter.</p>
Local Thriving Communities	<p>Local Thriving Communities is a significant, long-term reform that will result in a visibly different way of government working with communities to deliver better outcomes for the state's remote and discrete Aboriginal and Torres Strait Islander communities.</p>

<p>National Aborigines and Islanders Day Observance Committee (NAIDOC) Week</p>	<p>NAIDOC Week is recognised nationwide in the first full week of July. It is a time to celebrate Aboriginal and Torres Strait Islander cultures, and an opportunity to recognise the contributions that Aboriginal peoples and Torres Strait Islander peoples make to our country and our society.</p> <p>Due to the COVID-19 pandemic in 2020, the National NAIDOC Committee announced NAIDOC Week celebrations would be held from 8–15 November 2020.</p>
<p>Native Title</p>	<p>Native Title is the recognition by Australian law that some Aboriginal peoples and Torres Strait Islander peoples have rights to their lands and territories that derive from traditional laws and customs.</p>
<p>Path to Treaty</p>	<p>Path to Treaty represents a once-in-a-generation opportunity to come together as Queenslanders to start a journey towards a future that is more just, equal and respectful for First Nations Queenslanders.</p>
<p>Planning schemes</p>	<p>Planning schemes provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community’s land.</p>
<p>Remote and discrete Aboriginal and Torres Strait Islander communities</p>	<p>This term refers to the following 34 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal, Yarrabah, and the Torres Strait islands of Badu, Boigu, Dauan, Erub (Darnley), Hammond, Iama (Yam), Kubin (Moa), Mabuiag, Mer (Murray), Poruma (Coconut), Saibai, St Pauls (Moa), Ugar (Stephens), Warraber and Yorke. In some instances, this also includes the communities of Laura, Mossman Gorge, Coen and Torres Shire (Thursday Island, Ngarupai (Horn Island) and Prince of Wales).</p>
<p>Remote Indigenous Land and Infrastructure Program Office (RILIPO)</p>	<p>Established in July 2009 to coordinate whole-of-government funded works and address complex tenure and land administration issues in the 34 remote and discrete Aboriginal and Torres Strait Islander communities in Queensland. RILIPO works in partnership with Traditional Owners, community leaders, the three tiers of government and key stakeholders to achieve social and economic outcomes for remote and discrete Aboriginal peoples and Torres Strait Islander peoples. RILIPO combines a collaborative approach and extensive expertise across a range of program areas to help communities to resolve complex land administration issues including Native Title; land tenure; survey, town planning and infrastructure development; and providing opportunities for home ownership and economic development.</p>
<p>Separation rate</p>	<p>Separation rate is calculated by dividing the number of permanent employees who separated during a period of time by the number of permanent employees in the organisation.</p>
<p>Targeted communities</p>	<p>The term ‘targeted communities’ is used throughout the report in relation to the Service Delivery Statement performance measure—number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.</p> <p>These communities include: Aurukun, Cherbourg, Woorabinda, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (5 communities), Palm Island, Pormpuraaw, Yarrabah, Wujal Wujal, Torres Strait islands (15 islands), Coen and Mossman Gorge.</p>
<p>Tracks to Treaty</p>	<p>Tracks to Treaty is a Queensland Government agenda focussed on reframing the relationship with Aboriginal and Torres Strait Islander Queenslanders. The Queensland Government is committed to a new way of working, delivering change and outcomes through a genuine partnership approach. Tracks to Treaty incorporates both Path to Treaty and Local Thriving Communities.</p>
<p>Welfare Reform</p>	<p>Welfare Reform is a partnership between the Queensland Government, the Australian Government, the Cape York Institute and the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.</p>

Appendix 2: 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) 2019*.

ACT	STATUTORY OBJECTIVE
<i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> (except to the extent administered by the Attorney-General and Minister for Justice 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)	This Act regulates a number of issues impacting on Aboriginal and Torres Strait Islander communities, including: the establishment of Community Justice Groups, the establishment of Community Police Officers, entry to trust areas, and alcohol possession and consumption in community areas.
<i>Aboriginal Cultural Heritage Act 2003</i>	The main purpose of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage.
<i>Torres Strait Islander Cultural Heritage Act 2003</i>	The main purpose of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.
<i>Family Responsibilities Commission Act 2008</i>	The objectives of this Act are to: <ul style="list-style-type: none">• support the restoration of socially responsible standards of behaviour and local authority in Welfare Reform community areas• help people in Welfare Reform community areas to resume primary responsibility for the wellbeing of their community and the individuals and families of the community. The objectives are achieved primarily through the operation of the Family Responsibilities Commission.

Appendix 3: Department boards and committees

DATSIP BOARD (PRIOR TO REVIEW OF TERMS OF REFERENCE)

Purpose	<p>The purpose of the DATSIP Board is to: provide strategic direction to the department; strategically manage the department's human resources, finances, information management, performance and risk; strategically respond to critical and emerging issues that impact on the department and its functions; and oversee the department's strategic programs and projects.</p> <p>The DATSIP Board supports the Director-General, as the accountable officer, in discharging his legislative responsibilities.</p>
----------------	--

Membership	<ul style="list-style-type: none"> • Director-General, (Chair) • Deputy Director-General, Culture and Economic Participation, (Member) • Deputy Director-General, Policy and Corporate Services, (Member) • Executive Director, Infrastructure and Coordination, (Invitee) • Chief Finance Officer, (Invitee) • Director, Office of the Director-General, (Invitee) <p>On occasion, the DATSIP Board may invite guests to present on particular topics and/or provide specialist advice on specific issues.</p>
-------------------	---

Meeting frequency	The DATSIP Board meets quarterly. The DATSIP Board met nil times from 1 July 2020 to 20 August 2020.
--------------------------	--

DATSIP BOARD (FOLLOWING REVIEW AND APPROVAL OF TERMS OF REFERENCE ON 20 AUGUST 2020)

Purpose	<p>The purpose of the DATSIP Board is to: provide the strategic and operational direction to the department; inform the management of the department's human resources, finances, information management, performance and risk; respond to critical and emerging issues that impact on the department and its functions; oversee the department's programs and projects; and provide leadership and advice on operational matters, as required.</p> <p>The DATSIP Board supports the Director-General, as the accountable officer, in discharging his legislative responsibilities.</p>
----------------	---

Membership	<ul style="list-style-type: none"> • Director-General (Chair) • Deputy Director-General, Policy and Corporate Services (Member) • Deputy Director-General, Culture and Economic Participation (Member) • Chief Finance Officer (Member) • Executive Director, Infrastructure and Coordination (Non-Voting Member) • Executive Director, Economic Participation (Non-Voting Member) • Executive Director, Strategic Policy and Legislation (Non-Voting Member) • Executive Director, Local Thriving Communities (Non-Voting Member) • Senior Director, Corporate Services (Non-Voting Member) • Director, Office of the Director-General (Non-Voting Member) <p>On occasion, the DATSIP Board may invite guests to present on particular topics and/or provide specialist advice on specific issues.</p>
-------------------	---

Meeting frequency	<p>The DATSIP Board meets monthly. The DATSIP Board met two times from 20 August 2020 to 12 November 2020.</p> <p>Note: On 20 August 2020, the DATSIP Board approved the revised Terms of Reference for the DATSIP Board.</p>
--------------------------	---

Appendix 3: Department boards and committees (continued)

EXECUTIVE LEADERSHIP TEAM	
Purpose	The Executive Leadership Team is responsible for strategically managing the critical and emerging issues impacting on the department and its functions.
Membership	<ul style="list-style-type: none"> • Director-General, (Chair) • Deputy Director-General, Culture and Economic Participation (Member) • Deputy Director-General, Policy and Corporate Services (Member) • Executive Director, Infrastructure and Coordination (Member) • Executive Director, Strategic Policy and Legislation (Member) • Executive Director, Culture and Economic Participation (Member) • Executive Director, Local Thriving Communities (Member) • Senior Director, Corporate Services (Member) • Chief Finance Officer (Member) • Director, Office of the Director-General (Invitee).
Meeting frequency	<p>The Executive Leadership Team meets on a fortnightly basis. The Executive Leadership Team met two times from 1 July 2020 to 20 August 2020.</p> <p>Note: On 20 August 2020, the DATSIP Board approved that the Executive Leadership Team be disbanded.</p>
PEOPLE, SAFETY AND CULTURE COMMITTEE	
Purpose	The purpose of the People, Safety and Culture Committee is to drive the implementation of key workforce strategies that: (a) build a highly skilled and engaged workforce capable of delivering business outcomes now and into the future; and (b) embed a workforce culture that upholds the Queensland Public Service Values and SOLID principles and is committed to the highest standards of ethical behaviour.
Membership	<ul style="list-style-type: none"> • Deputy Director-General, Policy and Corporate Services, (Chair) • Deputy Director-General, Culture and Economic Participation, (Member) • Executive Director, Infrastructure and Coordination, (Member) • Regional Director, South East Queensland (North) (Member) • Chief Finance Officer, (Member) • Senior Director, Corporate Services (Member) • Manager, Human Resources (Member). <p>Human Resources Advisor, Human Resources (Invitee) to attend as a learning and development opportunity. This opportunity will be rotated through the Human Resources team.</p>
Meeting frequency	The People, Safety and Culture Committee meets on a quarterly basis. The Committee met one time during the final reporting period 1 July 2020 to 12 November 2020.

Appendix 3: Department boards and committees (continued)

REGIONAL SERVICE DELIVERY FORUM	
Purpose	The DATSIP Regional Service Delivery Forum is responsible for managing emerging business and operational issues that impact on regional service delivery. The Board ensures the integration of programs, policy and regional activities internally and across government.
Membership	<ul style="list-style-type: none"> • Deputy Director-General, Culture and Economic Participation, (Chair) • Deputy Director-General, Policy and Corporate Services, (Member) • Executive Director, Infrastructure and Coordination, (Member) • Regional Director, Cape and Torres, (Member) • Regional Director, Cairns and Hinterland, (Member) • Regional Director, North Queensland, (Member) • Regional Director, Central Queensland, (Member) • Regional Director, South East Queensland, (North) (Member) • Regional Director, South East Queensland, (South) (Member) • Regional Director, South West Queensland, (Member).
Meeting frequency	The Regional Service Delivery Forum meets bi-monthly and meetings are held over two consecutive days. The Regional Service Delivery Forum met one time during the final reporting period 1 July 2020 to 12 November 2020.
AUDIT AND RISK COMMITTEE	
Purpose	<p>The purpose of the Audit and Risk Committee is to provide independent assurance and assistance to the Director-General and DATSIP Board on the department's risk, control and compliance frameworks, and assist in the discharge of the Director-General's financial management responsibilities imposed under the <i>Financial Accountability Act 2009</i>, <i>Financial Accountability Regulation 2009</i> and the <i>Financial and Performance Management Standard 2019</i>.</p> <p>The Audit and Risk Committee is established in accordance with Section 30 of the <i>Financial and Performance Management Standard 2019</i>, at the direction of the Director-General. The Committee reports to the DATSIP Board and the Director-General. The Committee observes the terms of its charter and has due regard to Queensland Treasury's Audit Committee Guidelines.</p>
Membership	<ul style="list-style-type: none"> • Sue Ryan, External Independent Member (Chair) • Richard Moore, External Independent Member • Ian Mackie, A/Deputy Director-General, Culture and Economic Participation (Member) • Kathy Parton, Deputy Director-General, Policy and Corporate Services (Member) • Emerging Aboriginal or Torres Strait Islander leader – Robert Barden, Senior Executive Support Officer (Member) • Emerging Aboriginal or Torres Strait Islander leader – currently vacant (Member). • Standing invited guests: Director-General, DATSIP; Chief Finance Officer, DATSIP; Senior Director, Corporate Services, DATSIP; Head of Internal Audit, Department Communities, Disability Services and Seniors; Sector Director, Queensland Audit Office and Audit Manager, Queensland Audit Office.
Remuneration	<p>Audit and Risk Committee Chair's annual remuneration: \$4,800</p> <p>Audit and Risk Committee external member's remuneration: \$2,000</p>
Meeting frequency	The Audit and Risk Committee meets quarterly. The Audit and Risk Committee met two times during the final reporting period 1 July 2020 to 12 November 2020.

Appendix 3: Department boards and committees (continued)

AGENCY CONSULTATIVE COMMITTEE	
Purpose	The purpose of the Agency Consultative Committee (ACC) is to facilitate meaningful consultation between the department's executive management and the unions on matters arising under the State Government Department's Certified Agreement 2015 and/or subsequent Certified Agreements, as well as matters that otherwise impact or may impact upon the workforce of DATSIP.
Membership	<ul style="list-style-type: none"> • Deputy Director-General, Policy and Corporate Services, (Co-Chair) • Workplace delegates of Together Qld Union of Employees (Co-Chair and Members) • Executive Director, Infrastructure and Coordination, (Member) • Deputy Director-General, Culture and Economic Participation, (Member) • Official representative of Together Queensland Union of Employees (Member) • Director, Cultural Heritage, Culture and Economic Participation (Member) • Senior Director, Corporate Services, (Invitee).
Meeting frequency	The Agency Consultative Committee meets at least five times per year. The Agency Consultative Committee met two times during the final reporting period 1 July 2020 to 12 November 2020.
FINANCE COMMITTEE	
Purpose	<p>The Finance Committee is established to provide expert advice and support to assist the Director-General as the Accountable Officer, to discharge that position's legislated financial management responsibilities.</p> <p>The Finance Committee reports to the DATSIP Board. The Finance Committee is chaired by the Director-General and is comprised of DATSIP's Board Members. As such – the Finance Committee is a decision-making authority.</p>
Membership	<ul style="list-style-type: none"> • Director-General, (Chair) • Deputy Director-General, Culture and Economic Participation, (Member) • Deputy Director-General, Policy and Corporate Services, (Member) • Executive Director, Infrastructure and Coordination, (Member) • Chief Finance Officer, (Member) • Senior Director, Corporate Services (Member). <p>The Committee may invite guests based on the requirement and as determined by the Chair.</p>
Meeting frequency	The Finance Committee meets monthly or as required, with due notice given to all members. The Finance Committee met four times during the final reporting period 1 July 2020 to 12 November 2020.

Appendix 3: Department boards and committees (continued)

INFORMATION AND COMMUNICATION TECHNOLOGY STEERING COMMITTEE

Purpose

The purpose of the Information and Communication Technology Steering Committee is to provide the Information and Communication Technology (ITC) strategic direction to the Department of Aboriginal and Torres Strait Islander Partnerships and ensure the investments in new information management and ICT projects are aligned with departmental and whole-of-government priorities.

Membership

- Deputy Director-General, Policy and Corporate Services and Chief Information Officer, (Member)
- Deputy Director-General, Culture and Economic Participation, (Member)
- Chief Finance Officer, (Member)
- Manager, Information and Communication Technology, (Special non-voting Member)
- Director, Social Policy (Member)
- Director, Cultural Heritage Unit (Member)
- Regional Director, Cairns and Hinterland Region (Member)
- Senior Architecture Consultant (Networks), Queensland Government Chief Information Office (QGCI) (Member).

The Director, Information Management and Security, Department Communities, Disability Services and Seniors, had been identified as a representative of the primary external ICT service provider who would be invited to the meetings on 'as required' basis.

Other guests may be invited based on the requirement and as determined by the Chair.

Meeting frequency

The ICT Steering Committee meets bi-monthly as a minimum. The ICT Steering Committee met one time during the final reporting period 1 July 2020 to 12 November 2020.

Appendix 4: Service Delivery Statements

Performance Statement

The following section provides details of the Department of Aboriginal and Torres Strait Islander Partnerships' performance during this reporting period.

Economic Participation

Service area objective

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

Service area description

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

This includes building a reframed relationship between the Queensland Government and Aboriginal and Torres Strait Islander Queenslanders, brokering employment opportunities in various industry sectors, assisting aspiring Aboriginal and Torres Strait Islander home owners to move towards home ownership, and improving business opportunities for Aboriginal and Torres Strait Islander businesses.

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS	NOTES	2020–2021 TARGET/EST.	2020–2021 ACTUAL (for this reporting period)
SERVICE AREA: ECONOMIC PARTICIPATION			
Service standards			
<i>Effectiveness measures</i>			
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department	1, 2	720	232
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement by the Youth Employment Program	3	70%	87.8%
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed six months after placement by the Youth Employment Program	4, 5	50%	N/A
Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment	6, 7	30	12
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	8	450	294
Value of government procurement from Aboriginal and Torres Strait Islander businesses	9	\$350M	\$78.82M
<i>Efficiency measure</i>			
Total cost per hour of economic participation policy	10, 11	\$103	\$95.13

Appendix 4: Service Delivery Statements (continued)

Notes

1. This is a proxy measure of effectiveness measuring the number of job placements that have been facilitated for Aboriginal peoples and Torres Strait Islander peoples through the Economic Participation Program. This program, which is delivered across the State, aims to increase the participation of Aboriginal and Torres Strait Islander Queenslanders in employment by facilitating job placements that are full-time, part-time or casual, as well as apprenticeships. The calculation of this figure is based on the total number of job placements where individuals meet the employment criteria.
2. This is the year-to-date result for the number of job placements facilitated for Aboriginal peoples and Torres Strait Islander peoples as at 31 October 2020.
3. This service standard measures the proportion of Aboriginal peoples and Torres Strait Islander peoples who, under the Youth Employment Program, remain in employment for three months after initial placement. The Youth Employment Program is an employment support program for young Aboriginal and Torres Strait Islanders who are finishing high school and looking for work or considering further education. This is the year-to-date result as at 31 October 2020.
4. This service standard measures the proportion of Aboriginal peoples and Torres Strait Islander peoples who, under the Youth Employment Program, remain in employment for six months after initial placement.
5. While the service standard related to three months post job placement is a key indicator of successful transitions to the workplace by Youth Employment Program candidates, the additional service standard of six months after placement provides an indication of successful job retention and sustainable employment. This data is yet to be collected for 2020–2021 and will be reported in the receiving agency's Service Delivery Statement for 2020–2021 and their 2020–2021 Annual Report.
6. This service standard relates to a Queensland Government initiative to facilitate home ownership in targeted communities through the removal of legal and land tenure roadblocks to home ownership, to make land available for housing. Houses are deemed to be made available for ownership after Native Title has been addressed, the lot survey has been completed and registered, the land trustee has approved the home ownership application, and all development approvals have been approved by the Council. This is the year-to-date result as at 30 November 2020.
7. Targeted communities include: Aurukun, Cherbourg, Woorabinda, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (five communities), Palm Island, Pormpuraaw, Yarrabah, Wujal Wujal, the Torres Strait (15 islands), Coen and Mossman Gorge.
8. This is a proxy measure of effectiveness measuring the Queensland Government's progress in growing the number of Aboriginal and Torres Strait Islander businesses that have secured Government procurement. The department contributes to this measure by connecting agency and industry business supply and employment opportunities, and by linking investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. This is the year-to-date result as at 30 September 2020.
9. This is a whole-of-government service standard which measures the Queensland Government's progress in increasing the total value of Government procurement from known Aboriginal and Torres Strait Islander businesses (including not-for-profit organisations). The department connects agency and industry business supply and employment opportunities, and links investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. This is the year-to-date result as at 30 September 2020.
10. This service standard assesses the department's efficiency in delivering economic participation policy advice and development by monitoring trend data over time in relation to the total cost per hour of economic participation policy advice and development delivered.
11. The calculation of this figure is based on the department's Policy Branch costs which include salaries and operating costs such as telecommunications, accommodation and corporate costs related to the provision of routine economic participation policy advice and policy development. This is the year-to-date result as at 12 November 2020.

Community Participation

Service area objective

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

Service area description

This service area aims to improve the community participation and wellbeing of Aboriginal peoples and Torres Strait Islander peoples by delivering and influencing policies and programs that result in greater social cohesion, connected communities, and communities that protect and value Aboriginal and Torres Strait Islander cultures and heritage.

This includes supporting key reforms related to child protection, domestic and family violence and justice; and leading whole-of-government efforts to reframe the relationship between the Queensland Government and Aboriginal and Torres Strait Islander Queenslanders and improve the life outcomes of Aboriginal and Torres Strait Islander Queenslanders.

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS	NOTES	2020–2021 TARGET/EST.	2020–2021 ACTUAL (for this reporting period)
SERVICE AREA: COMMUNITY PARTICIPATION			
Service standards			
<i>Effectiveness measure</i>			
Customer satisfaction with cultural heritage services provided by the department	1, 2	75%	N/A
<i>Efficiency measures</i>			
Average cost per cultural heritage search request processed	3, 4	\$33	\$27.45
Average cost per community and personal histories request processed	5, 6	\$5,310	\$4,907
Total cost per hour of community participation policy	7, 8	\$103	\$95.13

Notes

1. This service standard measures overall customer satisfaction with the delivery of cultural heritage services provided by the department through the Cultural Heritage Online Portal.
2. The survey data is based on responses received from registered land users comprising local, state and Australian Government users, Government-owned corporations, non-Government organisations, legal firms, private companies and consultants; and the public, from 1 January to 31 December each year. Registered land users access the Cultural Heritage Online Portal to ensure that they comply with their cultural heritage duty of care. The result for this measure is not available for inclusion in the final report for the reporting period between 1 July 2020 and 12 November 2020, as the data is collected annually.
3. This service standard measures the efficiency of the department's cultural heritage search request processes. The cost per search request processed calculation is based on the number of search requests received, staffing costs, costs related to providing and maintaining the Cultural Heritage Database system, and operating costs such as accommodation, information technology and corporate costs.
4. This service standard relates to a significant component of the department's service delivery which ensures that land users, Aboriginal and Torres Strait Islander parties and the public can access cultural heritage information to assess the cultural value of areas. This is the year-to-date result as at 12 November 2020.
5. This service standard measures the efficiency of the department's community and personal histories request processes. The cost per service request calculation is based on staffing and report production expenses including a reflection of the complexity of individual personal history requests, and includes operating costs such as telecommunications, accommodation, information technology and direct corporate support costs.
6. This service standard relates to a significant component of the department's service delivery which ensures that Aboriginal and Torres Strait Islander Queenslanders have access to community and personal histories services that enable them to reconnect with their families and traditional country. This is the year-to-date result as at 12 November 2020.
7. This service standard measures the department's efficiency in delivering community participation policy advice and development by monitoring trend data over time in relation to the total cost per hour of community participation policy advice and development delivered.
8. The calculation of this figure is based on the department's Policy Branch costs which include salaries and operating costs such as telecommunications, accommodation and corporate costs related to the provision of routine community participation policy advice and policy development. This is the year-to-date result as at 12 November 2020.

Appendix 5: Government bodies

FAMILY RESPONSIBILITIES BOARD

Act or instrument	<i>Family Responsibilities Commission Act 2008</i>
Functions	The purpose of the Family Responsibilities Board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander Partnerships about the operation of the Family Responsibilities Commission.
Achievements	Recommended to the Minister the re-appointment of an Aboriginal Commissioner to the Family Responsibilities Commission; supported the Family Responsibilities Commission to respond to local issues; and continued to provide oversight for a legislative review of the <i>Family Responsibilities Commission Act 2008</i> .
Financial reporting	N/A

REMUNERATION

Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub- committee fees if applicable	Actual fees received
Chair	Dr Chris Sarra	1	No remuneration	N/A	Nil
Member	Raymond Griggs	1	No remuneration	N/A	Nil
Member	Noel Pearson	1	No remuneration	N/A	Nil
No. scheduled meetings/sessions	1				
Total out of pocket expenses	Nil				

Appendix 6: Compliance checklist

SUMMARY OF REQUIREMENT	BASIS FOR REQUIREMENT	ANNUAL REPORT REFERENCE
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7 ii
Accessibility	Table of contents	ARRs – section 9.1 iii – iv
	Glossary	ARRs – section 9.1 66 – 67
	Public availability	ARRs – section 9.2 80
	Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3 80
	Copyright notice	<i>Copyright Act 1968</i> ARRs – section 9.3 80
	Information licensing	<i>QGEA – Information Licensing</i> ARRs – section 9.5 80
General information	Introductory information	ARRs – section 10.1 v – 11
	Agency role and main functions	ARRs – section 10.1 1, 3, 4, 7
	Machinery of Government changes	ARRs – section 10.2, 31 and 32 1, 45
	Operating environment	ARRs – section 10.3 9
Non-financial performance	Government's objectives for the community	ARRs – section 11.1 1
	Other whole-of-government plans/specific initiatives	ARRs – section 11.2 iv, 7, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 28, 29
	Agency objectives and performance indicators	ARRs – section 11.3 3, 4, 74, 75, 76, 77
	Agency service areas and service standards	ARRs – section 11.4 74 – 77
Financial performance	Financial performance summary	ARRs – section 12.1 31 – 34
Governance – management and structure	Organisational structure	ARRs – section 13.1 5
	Executive management	ARRs – section 13.2 6
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3 9
	Public Sector Ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4 30
	Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5 29
	Queensland public service values	ARRs – section 13.6 1
Governance – risk management and accountability	Risk management	ARRs – section 14.1 9, 10, 11, 30
	Audit committee	ARRs – section 14.2 71
	Internal audit	ARRs – section 14.3 30
	External scrutiny	ARRs – section 14.4 30
	Information systems and recordkeeping	ARRs – section 14.5 30
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1 27
	Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2 28
Open Data	Statement advising publication of information	ARRs – section 16 80
	Consultancies	ARRs – section 33.1 https://data.qld.gov.au
	Overseas travel	ARRs – section 33.2 https://data.qld.gov.au
	Queensland Language Services Policy	ARRs – section 33.3 https://data.qld.gov.au
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1 61
	Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2 62 – 64

FAA *Financial Accountability Act 2009*
 FPMS *Financial and Performance Management Standard 2019*
 ARRs *Annual report requirements for Queensland Government agencies*

Public availability of report

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

Further enquiries

For enquiries or further information about this report:

Telephone: 13 QGOV (13 74 68)

Email: enquiries@datsip.qld.gov.au

Other languages and formats



The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds. If you have difficulty in understanding the annual report we will arrange an interpreter to effectively communicate the report to you.

Alternative formats (including large print) are available on request. If you would like this annual report in another format, please contact us (calls from mobile phones are charged at applicable rates).

Telephone: 13 QGOV (13 74 68)

Free call: 1800 177 120

Persons with a hearing impairment:

TTY: 07 3896 3471

Copyright

© The State of Queensland (Department of Aboriginal and Torres Strait Islander Partnerships) September 2020. Copyright protects this publication. Excerpts may be reproduced with acknowledgment of the State of Queensland (Department of Aboriginal and Torres Strait Islander Partnerships).

Licence



This annual report is licensed by the State of Queensland (Department of Aboriginal and Torres Strait Islander Partnerships) under a Creative Commons Attribution (CC BY) 4.0 international licence.

CC BY Licence Summary Statement: In essence, you are free to copy, communicate and adapt this report, as long as you attribute the work to the State of Queensland (Department of Aboriginal and Torres Strait Islander Partnerships).

To view a copy of this licence, visit:

<https://creativecommons.org/licenses/by/4.0>

Attribution: The State of Queensland (Department of Aboriginal and Torres Strait Islander Partnerships) Final Report 1 July 2020 – 12 November 2020.

ISSN 2653-0201(Online)

ISSN 2653-0198 (Print)

Contact details

Department of Aboriginal and Torres Strait Islander Partnerships

Level 9
1 William Street
BRISBANE QLD 4000

PO Box 15397
CITY EAST QLD 4002

Phone: 13 QGOV (13 74 68)

Email: enquiries@datsip.qld.gov.au

Web: www.datsip.qld.gov.au

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

