

2019–2020
ANNUAL
REPORT



Department of Aboriginal and Torres Strait Islander Partnerships

18 September 2020

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 Annual Report 2019–2020 and financial statements for the Department of Aboriginal and Torres Strait Islander Partnerships.

I certify that this annual 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 annual reporting requirements is provided at page 86 of this annual report.

Yours sincerely



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

5

Strengthen capability, innovation and governance

How we do it	30
Snapshot of achievements	30
Strengthen capability, innovation and governance	31
Our people	31
Corporate governance arrangements	34
Future directions	37

4

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

How we do it	24
Snapshot of achievements	24
Design policies, programs and services	25
Work with remote and discrete communities	25
Queensland Closing the Gap Report Card	25
A renewed approach to Alcohol Management Plans	26
Supporting safe communities	26
Enabling Aboriginal and Torres Strait Islander children and families to thrive	27
Sexual violence and abuse response	27
Social Reinvestment pilot program	28
Ministerial and Government Champions program	28
Cultural Capability Framework	28
Future directions	29

3

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

How we do it	19
Snapshot of achievements	19
Safe, caring and connected communities	20
Aboriginal and Torres Strait Islander cultural heritage	20
Review of the Cultural Heritage Acts	20
Community and personal history services	21
Recognition of Torres Strait Islander traditional child-rearing practice	21
Aboriginal and Torres Strait Islander languages	21
Queensland Reconciliation Action Plan	22
Culturally significant events	22
Celebrating Reconciliation Small Grants program	22
Future directions	23

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 delivered through infrastructure projects	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
Future directions	18

1

About our department

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

Contents

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	73
Appendix 2: Our legislation	75
Appendix 3: Department boards and committees	76
Appendix 4: Service Delivery Statements	81
Appendix 5: Government bodies	85
Appendix 6: Compliance checklist	86
Public availability of report	87
Contact details	87

7 Financial Statements

Statement of Comprehensive Income	43
Statement of Financial Position	44
Statement of Changes in Equity	45
Statement of Cash Flows	46
Statement of Comprehensive Income by Major Departmental Services	48
Statement of Asset and Liabilities by Major Departmental Services	49
Notes to and forming part of the financial statements	50
Department of Aboriginal and Torres Strait Islander Partnerships	68
Management Certificate	68
Independent Auditor's Report	69

6 Financial performance

Chief Finance Officer's report	38
Summary of financial performance	39
Income received	39
Expenses incurred	39
Expenditure comparison to last year	40
Balance sheet	41
Administered items	41

Message from the Director-General

The past year has been significant for our department as we implemented a new way of working to deliver change and real outcomes to enable Aboriginal and Torres Strait Islander Queenslanders to thrive culturally, socially and economically.

The department has embarked on an extensive program of reforms that are set to reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders. Underpinned by principles of self-determination, local leadership and reconciliation, we have worked in close partnership, with Aboriginal and Torres Strait Islander leaders in responding to the unprecedented challenges of a global health pandemic.

It is with a sense of enormous pride, I am pleased to see the department go from strength to strength in influencing and leading positive change—at every level of government—in partnership with communities to develop innovative policies and programs that focus on Aboriginal and Torres Strait Islander priorities.

I would like to thank all staff for their contribution to the department's continued efforts and the local leaders, communities and service providers we partner with, as we work together to deliver innovative, culturally-appropriate and well-considered services for Aboriginal and Torres Strait Islander Queenslanders.

All of our achievements have been made possible by the dedication, commitment and legacy of those who came before us. Our shared commitment to enable First Nations peoples to thrive—no matter where they live, be it urban, regional, rural or remote Queensland—is the compass for our path forward.

Working in partnership to reset policy

Working together towards a reframed relationship will continue to be our focus as we design policies, programs and services in genuine partnership with Aboriginal and Torres Strait Islander Queenslanders.

Following the unrest in Aurukun earlier this year, the department worked with local leaders, service providers and other government agencies to implement a recovery strategy that focusses on restoring community strength and healing while supporting the immediate needs of its residents. The department engaged Mr Bruce Martin, a proud Wik man from Aurukun and a former member of the Prime Minister's Indigenous Advisory Council, to develop a community-led strategy designed to build on community strengths and enhance positive social values. Working in collaboration with the Wik community, the department supported the establishment of an advisory group to identify the aspirations, goals and priorities of the community, while ensuring their voices remain prominent and at the centre of all decision-making.

During NAIDOC Week 2019, the Queensland Government reaffirmed its commitment to reconciliation through a Statement of Commitment. As part of this commitment, the department proudly launched two significant statewide reforms: Path to Treaty and Local Thriving Communities.

Connecting with culture and community

Queensland is home to dynamic and proud Aboriginal and Torres Strait Islander communities and our state is enriched by the ongoing social, economic and cultural contributions of First Nations peoples.

In 2019–2020, the department implemented a range of initiatives to support safe, caring and connected communities that value culture and heritage.

Our key achievements included:

- **working towards the legal recognition** of Torres Strait Islander traditional child rearing practice—a momentous step forward in the Queensland Government's journey to a reframed relationship with First Nations peoples
- **working in partnership** with Aboriginal and Torres Strait Islander language experts in the co-design of *Many Voices: Queensland Government Aboriginal and Torres Strait Islander Language Policy*
- **delivering \$100,000 in funding** for 31 initiatives to support the promotion, continuation and revival of traditional and contemporary languages as part of the inaugural Indigenous Languages Grants program
- **responding to 625 requests** for historical records relating to Aboriginal and Torres Strait Islander Queenslanders.

Achieving economic outcomes

We continued to support economic participation programs and initiatives focussed on First Nations peoples succeeding, whether as a school student embarking on their first job and starting out in their career, a business owner with aspirations to be an entrepreneur or a first home owner.

Through Local Thriving Communities we have supported leadership and decision-making at the local level so that service delivery, investment and infrastructure continue to meet local needs and aspirations.

We supported the participation of Aboriginal and Torres Strait Islander businesses in government supply chains by delivering a range of government procurement and business development webinars and workshops. These sessions brought together business and government agencies to share best practice and to develop their skills and knowledge of major projects and procurement opportunities.

During 2019–2020, the department influenced improvements in service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders. Our key achievements included:

- **facilitating 1,033 job placements** for Aboriginal and Torres Strait Islander job seekers across Queensland, exceeding our annual target of 600 placements
- **strengthened employment outcomes**, with 78.8 per cent of Aboriginal and Torres Strait Islander Queenslanders placed through the Youth Employment Program, who were still in employment three months after placement, exceeding our target of 70 per cent
- **making 31 houses available for ownership** by Aboriginal peoples and Torres Strait Islander peoples in targeted communities, exceeding our target of 30 houses.

In 2019–2020, we partnered with Aboriginal and Torres Strait Islander communities to:

- **progress** the Path to Treaty through statewide engagement and consultations
- **establish** greater local decision-making authority in service delivery and economic development through the Local Thriving Communities reform
- **advance** the national Closing the Gap agreement
- **refresh** the approach to alcohol management by prioritising local-led solutions around community health, safety and wellbeing
- **establish** the Remote Communities Therapeutic Services Taskforce to drive local reforms to meet the needs of Aboriginal and Torres Strait Islander communities.

Responding to Novel Coronavirus

The emergence of Novel Coronavirus (COVID-19) created unique challenges and many opportunities for the department to work with elected Queensland Aboriginal and Torres Strait Islander leadership in the remote and discrete communities, as well as communities with significant Aboriginal and Torres Strait Islander populations. Achievements to date in the COVID-19 response could not have been possible without the outstanding leadership of Mayors, Chief Executive Officers and community leaders of remote and discrete communities and collaboration between local, state and commonwealth governments.

With the easing of COVID-19 restrictions there is an opportunity to reflect on our collective efforts, experiences and key learnings to inform future implementation of the Local Thriving Communities reform agenda and importantly, how we leverage local knowledge, leadership, expertise and collaborative strengths to resolve critical issues and positively impact outcomes.

While the immediate focus of Local Thriving Communities is on the remote and discrete communities, we will also explore options to build on these reforms with other Queensland communities with a significant proportion of Aboriginal and Torres Strait Islander populations.

I am pleased to present the 2019–2020 Annual Report for the Department of Aboriginal and Torres Strait Islander Partnerships.

Dr Chris Sarra
Director-General

REFRAMING THE RELATIONSHIP

On Sunday 14 July 2019, the Queensland Government launched *Tracks to Treaty—Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders*.

Tracks to Treaty includes starting the conversation for a Path to Treaty and the Local Thriving Communities reform. These significant reforms will 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 policy 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.

Statement of Commitment: *we are committed to reframing the relationship between Aboriginal peoples and Torres Strait Islander peoples, and the Queensland Government.*

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 working in genuine partnership with Aboriginal and Torres Strait Islander communities in upholding the principle of free, prior and informed consent at every stage—as detailed in the *United Nations Declaration on the Rights of Indigenous Peoples*.

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 better together to support community aspirations and local needs.

The department is working to support each remote and discrete community to progress their Pathway to Local Decision-Making journey.

Path to Treaty

In August 2019, an independent Eminent Panel of Aboriginal and Torres Strait Islander Queenslanders and non-Indigenous Queenslanders was appointed to provide leadership and support engagement with key parliamentary, government and non-government stakeholders.

Starting the conversation

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 looks like.

The public release of the consultation paper coincided with the 12th anniversary of the *United Nations Declaration on the Rights of Indigenous Peoples* and signalled the start of preliminary discussions about a path to a treaty in Queensland.

This first phase of consultation, held from 13 September 2019 to 6 December 2019, sought to guide genuine, respectful and meaningful conversations between all Queenslanders on what a path to treaty means for them.

To start the conversation on treaty in Queensland, 24 face-to-face community sessions were held across the state, with 331 online surveys completed and 38 written submissions received.

The Eminent Panel and Treaty Working Group guided statewide consultations, which closed on 6 December 2019, and reported back to the Queensland Government in February 2020. The views and voices of more than 1700 Queenslanders sharing their thoughts, hopes and ideas on treaty were heard from Thursday Island in the north to the Gold Coast in the south.

Next steps on the 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.

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 with First Nations peoples and duly recognises Aboriginal and Torres Strait Islander Queenslanders as the First Nations peoples of this land we now share.

In 2020, the primary focus for Path to Treaty is to establish a way forward for Aboriginal peoples and Torres Strait Islander peoples and the Queensland Government to work together in developing an agreed framework for future treaty negotiations with First Nations Queenslanders.

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.

Our SOLID culture



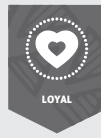
Strengths based

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.

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 objectives

The department contributes to the Government's objectives for the community *Our Future State: Advancing Queensland's Priorities*:



Create jobs in a strong economy

Supporting economic development and generating new employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.



Give all our children a great start and keep communities safe

Working with communities and our strategic partners to close the gap in health, education, employment and housing outcomes, and to reduce over-representation in the child protection and justice systems.



Connecting Aboriginal and Torres Strait Islander Queenslanders to their community and family histories.



Be a responsive government

Increasing self-determination and decision-making through co-design and by supporting strategies to improve the cultural capability of the Queensland public sector.

Our strategy

The vision for the Department of Aboriginal and Torres Strait Islander Partnerships is to ensure Aboriginal and Torres Strait Islander Queenslanders are thriving—culturally, socially and economically. The department’s purpose is 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 Indigenous employment opportunities 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 focusses 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 • 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 the 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 30 June 2020



Our executive management

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 Indigenous 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, 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, 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.

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, to lead and contribute 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, 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 program.
<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 program • 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 program • 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 program • 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 program • 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 program • 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 program • 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*.

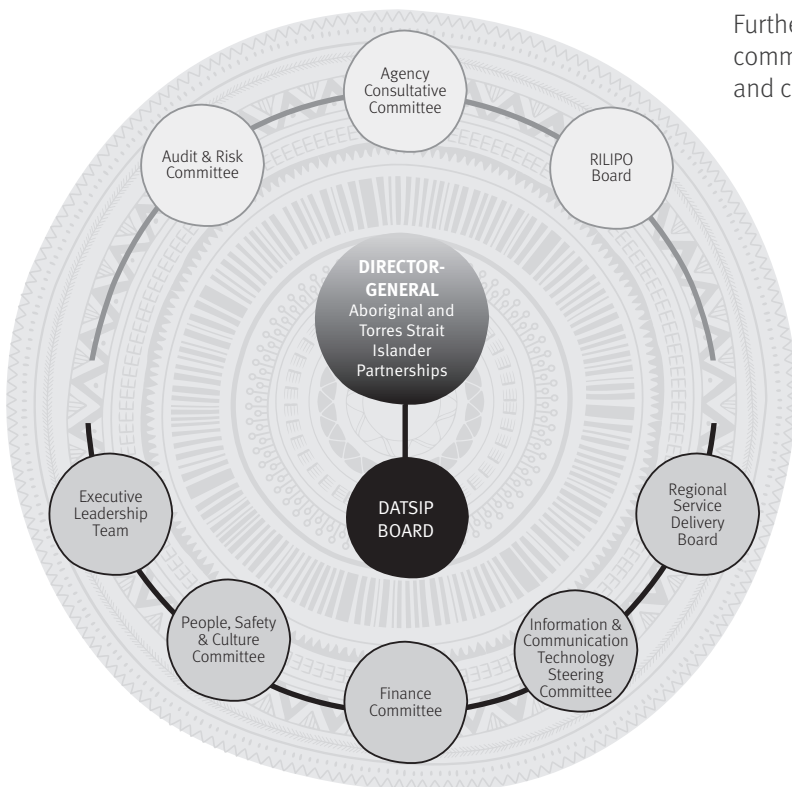
The Administrative Arrangements Order (No. 2) 2019 (13 December 2019), gave authority that the department no longer jointly administers the following Acts:

- *Lands Act 1994*
- *Aboriginal Land Act 1991*.

Further information on the legislation administered by the department is detailed in Appendix 2 – Our legislation on page 75.

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).



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

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

The DATSIP Board is supported by a number of committees, each of which is accountable to the board for its decisions. The department’s strategic committees are as follows:

- Executive Leadership Team
- People, Safety and Culture Committee
- Remote Indigenous Land and Infrastructure Program Office Board
- Regional Service Delivery Board
- Audit and Risk Committee
- Agency Consultative Committee
- Finance Committee
- Information and Communication Technology Steering Committee.

The Executive Leadership Team, People, Safety and Culture Committee, Finance Committee, Information and Communication Technology Steering Committee and the Regional Service Delivery Board all report to the DATSIP Board, while the remaining boards and committees report directly to the Director-General.

In January 2020, the Remote Indigenous Land and Infrastructure Program Office Board was amalgamated with the Local Thriving Communities Directors-General Sub-Committee.

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

Our government bodies

During 2019–2020, 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, Community Enterprise Queensland, Palm Island Community Company and the Family Responsibilities Commission prepare separate annual reports, which are provided to the Minister for tabling in the Queensland Parliament. The transactions and achievements of these statutory bodies for 2019–2020 are not reported in this annual report.

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

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.

The department's 2019–2020 operating environment included:

- *Closing the Gap – Prime Minister's Report 2020* outlined the ongoing national challenge to improve the life opportunities of Aboriginal peoples and Torres Strait Islander peoples in Queensland's urban, regional and remote communities. The department will continue to work with local leaders, strategic partners, industry and communities to improve, monitor and review existing economic and community participation outcomes, and to support new targets developed under the Closing the Gap refresh, the new Agreement, and the Queensland Implementation Plan to improve life opportunities for Aboriginal and Torres Strait Islander Queenslanders
- the Local Government Elections in March 2020 which resulted in a significant turnover in Mayors in Queensland's remote and discrete communities. Along with other agencies, the department partnered with new and returning Mayors on the COVID-19 response, as well as engagement on the Local Thriving Communities reform
- introduction of the Queensland *Human Rights Act (2019)* in January 2020, which has provided a standard for the department to consider decision-making and organisational culture to ensure the up-holding and promotion of human rights

- appointment of the Honourable Craig Crawford as Minister for Aboriginal and Torres Strait Islander Partnerships in May 2020. Prior to this, the Honourable Jacklyn (Jackie) Trad was the Minister
- the emergence of a global health pandemic in the second half of the financial year, which shifted the department's focus to supporting the whole-of-government COVID-19 pandemic response and recovery. This involved cross-agency collaborative service delivery and working closely with local Councils across the state, including discrete and remote communities to ensure the health and wellbeing of community members.

Our strategic risks and opportunities

During 2019–2020, the department reviewed its strategic risks to ensure alignment with the new *DATSIP Strategic Plan 2019–2023*. The department identified the strategic risks that could impact on the achievement of our strategic objectives, and implemented 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.

The COVID-19 health pandemic saw the department strengthening its relationships with Mayors, Chief Executive Officers and community leaders of remote and discrete communities, and also with community leaders from other Aboriginal and Torres Strait Islander communities across Queensland, in ways that supports responsive decisions for their communities' safety and wellbeing.

Further, COVID-19 has also provided practical challenges and opportunities for departmental staff to demonstrate resilience, adaptability and commitment to improving service delivery models for working with the Aboriginal and Torres Strait Islander communities across Queensland.

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 improve outcomes for Aboriginal and Torres Strait Islander Queenslanders.
<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 a range of workforce strategies to build and maintain workforce capability that is outcomes to consistently deliver service expectations and support the delivery of the department's priorities.

Managing our strategic risks

OUR STRATEGIC RISKS	HOW WE MITIGATED THEM
<p>Supporting successful job placements</p> <p>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.
<p>Strategically influencing priority agencies to co-design</p> <p>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. 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.
<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>Detecting and preventing cybercrime</p> <p>Cybercrime not detected or prevented on the department's information technology networks, due to service provision issues, leads to cybersecurity systems being breached</p>	<ul style="list-style-type: none"> We continued to raise awareness of cybercrime prevention and detection with staff and stakeholders. We applied robust information security management system solutions to protect data and business management systems.
<p>Maintaining financial governance to expected standards</p> <p>Inability to maintain financial governance to expected public sector standards, caused by systems issues, leads to an inability to meet departmental priorities</p>	<ul style="list-style-type: none"> We implemented financial governance systems and processes to ensure fraud and corruption possibilities were monitored. We employed audit schedules to evaluate and sustain our financial commitments.
<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 reviewed and developed department-wide policies, procedures, systems and processes, and embedded legislative compliance requirements within staff Achievement and Capability Plans, 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, actively monitoring staff induction processes, and supporting and encouraging staff development through Achievement and Capability Planning. We partnered with the Public Service Commission to launch a staged implementation of the Aboriginal and Torres Strait Islander Career Pathways Service.

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

1,033
job placements for Aboriginal and Torres Strait Islander job seekers,
exceeding our target of 600 jobs

78.8%
of Aboriginal and Torres Strait Islander Queenslanders being **successfully employed**
three months after placement by the Youth Employment Program,
exceeding our target of 70%

59.5%
of Aboriginal and Torres Strait Islander Queenslanders being **successfully employed**
six months after placement by the Youth Employment Program,
exceeding our target of 50%

31 houses
made available for ownership by Aboriginal peoples
and Torres Strait Islander peoples in targeted communities,
exceeding our target of 30

Positive service delivery and economic outcomes

During 2019–2020, 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

Over the past year, 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
- creating employment opportunities through social housing and infrastructure projects.

Key achievements

During 2019, the department facilitated 1,033 job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland, exceeding our target of 600 placements. This included:

- 686 job placements for YEP candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers
- 347 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 communities.

Performance measure			
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department			
Year	Target	Actual	Status
2015–2016	400	1,021	△
2016–2017	500	1,074	△
2017–2018	610	1,551	△
2018–2019	850	1,183	△
2019–2020	600	1,033	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

Youth Employment Program candidates

The department's Youth Employment Program works directly with Year 13s 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, through 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 First Nations peoples who need assistance to engage or re-engage with employment or training, and young people who have disengaged from school, training or work.

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

Key achievements

During 2019–2020, the department's achievements included:

- 78.8 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by the Youth Employment Program, were still employed three months later, exceeding the target of 70 per cent
- 59.5 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by the Youth Employment Program, were still employed three months later, exceeding the target of 50 per cent
- delivery of Talk Up training, an in-house program to develop workplace interpersonal skills, to 298 candidates.

Performance measure			
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement			
Year	Target	Actual	Status
2015–2016	50%	78.4%	△
2016–2017	50%	77.6%	△
2017–2018	60%	78%	△
2018–2019	70%	72.9%	△
2019–2020	70%	78.8%	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

Performance measure			
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed six months after placement			
Year	Target	Actual	Status
2019–2020	50%	59.5%	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

Moving Ahead strategy

Over the past year, 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

During 2019–2020, the department's achievements included:

- completion of 19 selected Aboriginal and Torres Strait Islander projects outside the discrete communities, under the Queensland Government Building and Construction Training Policy, achieving \$5,868,629 in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples
- completion of a further 15 government construction projects outside the discrete communities, which achieved the Aboriginal and Torres Strait Islander participation targets, achieving \$25,533,795 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.

Performance measure			
Number of Aboriginal and Torres Strait Islander businesses securing government procurement			
Year	Target	Actual	Status
2015–2016	100	282	△
2016–2017	100	385	△
2017–2018	225	427	△
2018–2019	300	421	△
2019–2020	450	462¹	*

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target; * Incomplete data due to COVID-19

An Aboriginal and Torres Strait Islander business is one that is at least 50 per cent owned by an Aboriginal person or a Torres Strait Islander person. Reporting includes entities such as non-government organisations, social enterprises and Indigenous councils, if operating as a business (for example, by engaging in procurement processes).

¹ Please refer to appendix 4, note 8, page 82

² Please refer to appendix 4, note 9, page 82

Performance measure			
Value of government procurement from Aboriginal and Torres Strait Islander businesses			
Year	Target	Actual	Status
2015–2016	\$64M	\$170M	△
2016–2017	\$40M	\$270M	△
2017–2018	\$172M	\$305M	△
2018–2019	\$320M	\$329M	△
2019–2020	\$350M	\$305M²	*

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target; * Incomplete data due to COVID-19

Whole-of-government Integrated Capital Works program

Our Integrated Capital Works program increases the employment, training and business outcomes by capturing maintenance, upgrades and capital infrastructure investments to maximise economic opportunities within Queensland's remote and discrete 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.

Key achievements

During 2019–2020, achievements included:

- coordinated 238 construction projects resulting in over \$177 million of investment in infrastructure in remote and discrete Aboriginal and Torres Strait Islander Queensland communities
- partnered with government agencies and the remote and discrete Aboriginal and Torres Strait Islander councils to provide employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders, through infrastructure investment.

Infrastructure and construction

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

Key achievements

During 2019–2020, the department facilitated the design, construction and delivery of the following infrastructure projects:

- Aurukun: Community Centre Residence, Enyan Circuit drainage development and splash pad pump station
- Mossman Gorge: Completion of infrastructure upgrades for the community of Mossman Gorge
- Wathaniin: Training facility
- Mapoon, Napranum and Pormpuraaw: Splash Parks.

Employment opportunities delivered through infrastructure projects

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 communities.

Key achievements

During 2019–2020, the following employment and business outcomes had been reported through the Training Policy Administration System:

- 347 employment outcomes for Aboriginal peoples and Torres Strait Islander peoples on Queensland Government Building and Construction Training Policy eligible projects constructed within the discrete communities
- 48 Aboriginal peoples and Torres Strait peoples have been engaged as either an apprentice or trainee
- over \$3.3 million has been awarded to Indigenous business supply for contracts through the Indigenous Economic Opportunity Plans for government funded infrastructure projects.

Working in partnership

The department is committed to brokering education, training and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders. During the 2019–2020 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

As at 30 June 2020, the department had a formal partnership with the following industry partners:

- Construction Skills Queensland
- Queensland Resources Council
- Tennis Queensland.

The department works collaboratively with industry partners to deliver a range of activities aimed at increasing Aboriginal and Torres Strait Islander economic participation. This involves:

- conducting best practice forums in Aboriginal and Torres Strait Islander employment and training, and in increasing procurement from Aboriginal and Torres Strait Islander 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 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 communities in Queensland, including performing necessary actions that enable and provide current and future home ownership and leasing opportunities. This assistance also extends to supporting state agencies with implementing programs that require tenure and Native Title advice, and coordination of such activities across the 34 remote and discrete communities.

Key achievements

During 2019–2020, achievements included:

- provided expert advice to the Department of Housing and Public Works to examine the key land tenure and Native Title requirements across the 34 remote and discrete communities within Queensland, to enable timely and valid construction of new social housing under the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, which pledges \$105 million for social housing
- enabled trustees, including various Indigenous 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
- provided expert advice and support to the communities of Hammond Island, Moa Island, Palm Island, Wujal Wujal, Ngarupai (Horn Island) and Doomadgee with specific tenure and Native Title advice regarding areas of land for development and/or leasing, as well as outstation development
- commenced 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
- provided 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

During 2019–2020, the department:

- made available 31 houses for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment, exceeding the annual target of 30 houses.

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
2015–2016	22	22	⊙
2016–2017	22	22	⊙
2017–2018	22	25	△
2018–2019	25	36	△
2019–2020	30	31	△

LEGEND: △ Exceeded target; ⊙ Target met; ◡ Working towards target

Master planning

In partnership with 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 Queensland communities.

Key achievements

During 2019–2020, 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

- 13 Master Plans drafted for consultation, subject to COVID-19 travel approvals from councils on Mornington Island, Lockhart River, Badu Island, Boigu Island, Dauan Island, Erub Island, Kubin (Moa Island), Mabuig Island, Mer Island, Saibai Island, St Pauls (Moa Island), Ugar Island and Warraber Island
- two Master Plans (rural) are currently being drafted for Hope Vale Congress, and Yarrabah Gunggandji Mandingalbay Yidinji Peoples Prescribed Body Corporate (Registered Native Title Body Corporate).

New Plans for communities

- nine new Master Plans for the communities of Coen, Kowanyama, Palm Island, Pormpuraaw, Wasaga, Horn Island, Iama Island, Poruma Island, Masig Island and Yarrabah.

Plans endorsed by Councils

- eight Master Plans endorsed by Councils for Cherbourg, Kowanyama, Napranum, Northern Peninsula Area (NPA), Pormpuraaw, Wasaga, Horn Island, Woorabinda and Wujal Wujal.

Plans for review or amendment

- 10 Master Plans refreshed, reviewed or amended for Aurukun, Cherbourg, Doomadgee, Mapoon, Napranum, Northern Peninsula Area, Wasaga, Horn Island, Hammond Island, Woorabinda and Wujal Wujal.

Completed plans

- 11 Precinct Plans completed for the Aurukun Foreshore, Aurukun CBD, 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, Yarrabah Foreshore Precinct, Yarrabah Sporting Precinct and Yarrabah Lighting and CCTV Precinct
- 11 3D Modelling Plans undertaken for Aurukun, Coen, Doomadgee, Mornington Island, Palm Island, Wasaga, Horn Island, Iama Island, Poruma Island, Masig Island, Wujal Wujal and 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

During 2019–2020, the department achieved the following:

Planning schemes

- assisted in facilitating the adoption of 11 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 *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

- prepared and managed 10 development applications on behalf of councils for decision-making, which will provide 11 lots within communities
- prepared, managed and completed eight development applications resulting in the provision of 48 lots within communities
- prepared and managed the issuing of 10 decision notices for development applications in communities, providing state development and economic opportunities.

Community survey program

- prepared and managed the issuing of two decision notices, resulting in the registration of 183 lots within communities
- prepared and managed two development applications, which will provide for 22 lots and the formalisation of roads within communities.

Road closures

- prepared and managed three development applications, which will provide for the formalisation of roads within communities and for road closures related to four unused roads.

Community survey programs

During 2019–2020, 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.

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

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

Key achievements

As at 30 June 2020, the department achieved the following:

- a community survey program which delivered 248 new lots on 15 plans
- ensured that all remote and discrete Aboriginal and Torres Strait Islander communities now have a registered community survey plan
- completed Digital Asset Management Plans for three communities and another 31 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

During 2019–2020, the department achieved the following:

- execution of seven Infrastructure and Housing Indigenous Land Use Agreements for the Torres Strait islands of Boigu, Warraber, Moa, Masig, Mabuag, Iama and Erub, with registration to occur in December 2020
- progression of Township Indigenous Land Use Agreements for Cherbourg and Lockhart River
- progression of land tenure actions to assist Hopevale Congress Aboriginal Corporation Registered Native Title Body Corporate with the negotiation of a tenure resolution for an Indigenous Land Use Agreement
- home ownership progression under the Badu Infrastructure and Housing Indigenous Land Use Agreement
- Native Title consent obtained under the Mapoon and Pormpuraaw Township Indigenous Land Use Agreements for the completion of their splash parks.

Retail Stores

During the past year, the department worked with Community Enterprise Queensland to ensure that retail stores continued to meet community needs.

Key achievements

During 2019–2020, in partnership with Community Enterprise Queensland, the department:

- helped maintain the provision of food supply and retail services to remote Aboriginal and Torres Strait Islander communities during the COVID-19 community lockdown under the Commonwealth *Biosecurity Act 2015*.

Future directions

In 2020–2021, our department will continue to influence positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Increase local knowledge about, and access to, Queensland government-led services and initiatives by all Aboriginal and Torres Strait Islander Queenslanders.

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

Influence government agencies to broker job and training opportunities for Aboriginal and Torres Strait Islander Queenslanders, co-ordinate responses to job placement and economic need, and consider business and employment opportunities through strategic procurement.

Partner with Aboriginal and Torres Strait Islander communities to coordinate and deliver informed capital and investment projects, provide support services to trustees, and explore opportunities with trustees to secure land tenure and land administration actions.

Invest in, and build on, community strengths to increase home ownership and advance business growth in Aboriginal and Torres Strait Islander communities. This will include mapping and providing advice regarding the impact of COVID-19 restrictions on Aboriginal and Torres Strait Islander businesses; and providing advice to government on ways to effectively support Queensland Aboriginal and Torres Strait Islander businesses, both during and post the pandemic.

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Number of job placements for Aboriginal and Torres Strait Islander Queenslanders facilitated by the department	720
Percentage of Aboriginal and Torres Strait Islander Queenslanders successfully employed three months after placement by the Youth Employment Program	70%
Percentage of Aboriginal and Torres Strait Islander Queenslanders successfully employed six months after placement by the Youth Employment Program	50%
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	450
Value of government procurement from Aboriginal and Torres Strait Islander businesses	\$350M
Number of houses made available for ownership by Aboriginal and Torres Strait Islander Queenslanders in targeted communities through Queensland Government investment	30
Total cost per hour of economic participation policy	\$106

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.

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

Developed
new proposed legislation to recognise
Torres Strait Islander child rearing practice

85%
of customers **satisfied with services** provided through the
Aboriginal and Torres Strait Islander Cultural Heritage Online Portal,
exceeding our target of 75%

25,558
cultural heritage search requests completed

Responded to
625
requests for **historical records** relating to
Aboriginal and Torres Strait Islander Queenslanders

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 to 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

During 2019–2020, the department achieved the following:

- 85 per cent of customers satisfied with services provided through the Aboriginal and Torres Strait Islander Cultural Heritage Online Portal, exceeding our target of 75 per cent
- enabled 25,558 cultural heritage searches to be performed on the cultural heritage online portal
- conducted six online portal and mapping GIS training sessions to assist Traditional Owners to report and record cultural heritage sites and places
- approved and registered 23 cultural heritage management plans in accordance with Part 7 of the Cultural Heritage Acts.

Performance measure			
Percentage of customers satisfied with services provided by the department through the Aboriginal and Torres Strait Islander cultural heritage online portal			
Year	Target	Actual	Status
2016–2017	Baseline established	82%	⊙
2017–2018	70%	85%	△
2018–2019	75%	85%	△
2019–2020	75%	85%	△

LEGEND: △ Exceeded target; ⊙ Target met; ◡ Working towards target

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.

During 2019–2020, the department conducted face-to-face consultation sessions to review the Cultural Heritage Acts. Across the state, stakeholders have provided their feedback and the department is currently considering the next steps in light of the Queensland Government response to the COVID-19 pandemic. More information about the review of the Cultural Heritage Acts is available at www.datsip.qld.gov.au/ch

Key achievements

During 2019–2020, the department progressed the review of the Cultural Heritage Acts by:

- hosting 18 public consultation forums, with more than 300 participants
- holding 22 stakeholder meetings, with more than 150 participants
- receiving 70 submissions on the consultation paper.

Community and personal history services

During 2019–2020, the department continued to provide community and personal history services that are free and can be requested at any time. This service is in response to the *Royal Commission into Aboriginal Deaths in Custody* and the *Bringing Them Home* report, 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; 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

During 2019–2020, the department:

- responded to 625 requests for historical records relating to Aboriginal and Torres Strait Islander Queenslanders.

Recognition of Torres Strait Islander traditional child-rearing practice

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

Since November 2018, the department has undertaken community consultation, including engaging three Eminent Persons who worked closely with the Queensland Government and Torres Strait Islander communities, to inform the development of a new legislation that legally recognises the cultural practice.

Ms Ivy Trevallion former Chief Justice of the Family Court of Australia; the Honourable Alastair Nicholson; and Mr Charles Passi were engaged to provide legal, cultural and general expertise during the complex and culturally-sensitive consultations with Queensland’s Torres Strait Islander community.

Feedback from these community consultations highlighted that:

- legal recognition through transfer of parentage is desired to legally reflect an individual’s cultural identity and lived experience in order to be given the same rights and safeguards as other Queenslanders. This includes a birth certificate and legal identity that reflect their lived experience and cultural identity; and making day-to-day activities such as school enrolments, access to Centrelink support and obtaining a driver’s licence easier
- any process for legal recognition must be affordable, accessible, culturally-appropriate and confidential

- Torres Strait Islander culture is about community and not one individual person, and the best interests of the community is in the best interests of the child, because if the community is strong, the child will be supported
- legal recognition would be in the best interests of the child because they would have: a place in family and community; connection to culture; equal rights in succession in terms of legal and family issues; and identification that reflects who they are.

Key achievements

During 2019–2020, the department:

- held additional targeted consultations, to those conducted in 2018–2019, with key stakeholders and the Eminent Persons
- developed the new, proposed legislation to provide for the legal recognition of traditional Torres Strait Islander child rearing practice, based on the extensive community feedback.

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

During 2019–2020, the department:

- was a partner in the co-design of *Many Voices: Queensland Government Aboriginal and Torres Strait Islander Language Policy*
- funded 31 programs totalling \$100,000 as part of the inaugural Indigenous Languages Grants program supporting initiatives including language apps and dictionaries, oral language recordings and activities to teach traditional and contemporary languages to school children. Details of successful grantees and funded programs can be found at www.datsip.qld.gov.au/ilg. Due to the impact of COVID-19, program delivery has been extended to 31 March 2021.

Queensland 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 provision of funding for Reconciliation Queensland Incorporated and the implementation of the Celebrating Reconciliation Small Grants program.

Due to the impact of the COVID-19 pandemic, Queensland Government agencies celebrated National Reconciliation Week in different ways. This included podcasts, sharing videos on the meaning of reconciliation, virtual yarns and online painting sessions.

Given the changes to the Reconciliation Action Plan reporting arrangements, data for the 2019–2020 financial year will be collected in the first quarter of the 2020–2021 financial year.

Key achievements

During 2019–2020, the department:

- developed the first *Queensland Government Reconciliation Action Plan 2018–2021 Annual Report* on key achievements in the first year of the Reconciliation Action Plan, and a copy of the report will be provided to Reconciliation Australia in 2020–2021
- released the Queensland Government Starting the Journey Cultural Capability Foundation Training Package to build public sector staff cultural capability.

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 2019, NAIDOC Week was held from 7 to 14 July with the national theme: Voice, Treaty, Truth—Let's work together for a shared future. To support NAIDOC activities across the state, the department awarded 61 NAIDOC Week community grants totalling \$45,950 for local initiatives to celebrate the history, culture and achievements of Aboriginal peoples and Torres Strait Islander peoples.

Key achievements

During 2019–2020, the department:

- supported the delivery of NAIDOC Week celebrations and community events across Queensland through funding and in-kind support
- awarded 61 NAIDOC Week community grants totalling \$45,950 to support local initiatives that raise awareness and understanding of Aboriginal and Torres Strait Islander cultures and customs
- partnered with local councils to light up prominent buildings and landmarks in Toowoomba, Mackay, Rockhampton, Townsville, Cairns, Torres Strait and Brisbane 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

During 2019–2020, the department:

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

Due to the impact of COVID-19, the funded reconciliation events planned for 2020 have been rescheduled to coincide with National Reconciliation Week celebrations in 2021.

Future directions

In 2020–2021, our department will continue to support safe, caring and connected communities.

Partner with Aboriginal and Torres Strait Islander Queenslanders to embrace community strengths, culture and heritage.

Ensure the legislative framework values and protects culture and heritage.

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

Maximise opportunities to support and value Aboriginal and Torres Strait Islander Queenslanders' history, culture and heritage.

Continue to develop the department's community and personal histories services' customer satisfaction survey.

Continue to implement of the whole-of-government *Queensland Government Reconciliation Action Plan 2018–2021*.

Build cultural capability across the Queensland public sector to help agencies develop and implement culturally responsive programs and services.

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Customer satisfaction with cultural heritage services provided by the department	75%
Average cost per cultural heritage search request processed	\$33
Average cost per community and personal histories request processed	\$5,310
Total cost per hour of community participation policy	\$106

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.

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

\$100.50/hour
total cost of **economic** participation policy

\$100.50/hour
total cost of **community** participation policy

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 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 communities

The Queensland Government is committed to working with the state's 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 part of *Tracks to Treaty: Reframing the Relationship with Aboriginal and Torres Strait Islander Queenslanders*, which was launched in July 2019 (refer to page vii).

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 2019–2020, the department achieved the following:

- all remote and discrete communities have engaged with the Local Thriving Communities reform through the provision of briefings to Aboriginal and Torres Strait Islander regional and shire councils, meetings and community discussions or by their participation in co-design forums
- completed the co-designed Pathway to Local Decision-Making and an Implementation Toolkit for discrete Aboriginal and Torres Strait Islander Communities in Queensland, including the provision of training in the use of the toolkit
- funded three communities to progress Local Thriving Communities reform and the establishment of a Local Decision-Making body, including the engagement of Local Thriving Communities reform community champions

- established the Joint Coordinating Committee overseeing the Local Thriving Communities reform, comprising 22 members including six community representatives, five mayors from discrete Aboriginal and Torres Strait Islander communities, and 11 state and federal government representatives
- established the Local Thriving Communities Directors-General Sub-Committee to drive whole-of-government Local Thriving Communities reforms to ensure Government readiness and to enable local decision-making
- supported the co-design of effective mental health and youth suicide prevention initiatives in Cherbourg with the Aboriginal and Torres Strait Islander lead organisation.

Queensland Closing the Gap Report Card

The *Queensland Closing the Gap Snapshot Report Card 2019* (Report Card) is an important 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.

The Report Card provides a mechanism to inform improvements in priority areas and delivers an opportunity to build on the strengths of Aboriginal and Torres Strait Islander Queenslanders and their success stories.

Key achievements

In 2019–2020, the department:

- conducted community consultations across Queensland in Cairns, Ipswich, Mount Isa, Rockhampton, Thursday Island and Townsville to inform the development of the new national Agreement on *Closing the Gap*
- worked with the Queensland Government Statistician's Office and relevant agencies, through their respective data custodians, to deliver the *Queensland Closing the Gap Snapshot Report Card 2019* which was tabled in Parliament.

For more information about the *Queensland Closing the Gap Snapshot Report Card 2019* visit: www.datsip.qld.gov.au/ctg

A renewed approach to Alcohol Management Plans

Following a review of Alcohol Management Plans finalised in mid-2019, a new approach to alcohol management was implemented by Aboriginal and Torres Strait Islander communities with support from the Queensland Government.

The renewed approach to alcohol management prioritises community safety, particularly for women and children, and emphasises a need for Alcohol Management Plans that are community-led and driven, developed and implemented in partnership with communities.

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 include alcohol restrictions, however, these will be managed locally and will include strategies tailored to the unique characteristics and aspirations of each community.

Key achievements

During 2019–2020, 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 \$600,000 across 12 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.

In 2019–2020, the department continued to work with the Department of Child Safety, Youth and Women, 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 regional Senior Project Officer roles. There are now eight identified senior project officers working as cultural connectors providing 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

In 2019–2020, 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 survivors were appropriately supported across the pilot regions
- commenced planning for two remote and discrete community co-design projects that involve 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.

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 (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

During 2019–2020, 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 Coalition of Peaks and other jurisdictions through the Joint Council to ensure a child protection target will be included in the new *Closing the Gap* agenda.

Sexual violence and abuse response

In April 2019, following the provision of two comprehensive reports by the Youth Sexual Violence and Abuse Steering Committee, the department transitioned responsibility for actions to respond to youth sexual violence and assault to the Department of Child Safety, Youth and Women.

The Queensland Government accepted all the recommendations of the committee's first report, including committing \$1.2 million over three years from 2017–2018 to continue to deliver youth sexual violence and abuse prevention services.

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

Key achievements

In 2019–2020, the department:

- assisted the Department of Child Safety, Youth and Women who are working with Aboriginal and Torres Strait Islander young people to develop locally-focussed youth activities in three regional locations. COVID-19 restrictions have prevented community consultations being undertaken to progress this work, however it is anticipated that this activity will continue within the 2020–2021 budget period.

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 communities to deliver locally driven responses to community-identified issues through a co-designed incentive scheme to achieve and track progress on mutually agreed performance milestones and indicators, leading to improved outcomes. The savings made through improved outcomes are then reinvested into the community.

Key achievements

During 2019–2020, the department:

- supported the Cherbourg Project to reduce property crime and young people's contact with the youth justice system, by employing a full-time dedicated Sports Centre Coordinator to organise after-school and weekend sport and recreation activities. The project has continued to diversify the range of structured recreational activities being offered at the Sports Complex and to improve the existing infrastructure
- provided \$19,250 to finalise key deliverables including the Yarrabah Aboriginal Shire Council's litter and waste management project which seeks to increase community wellbeing, promote a strong culture of volunteering, and encourage community recycling and the use of alternatives to plastic bags
- provided \$40,000 to Doomadgee Aboriginal Shire Council to commence a vacation care swimming pool program designed to increase community health and wellbeing and reduce youth-related crime.

Ministerial and Government Champions program

The Ministerial and Government Champions program (the Champions Program) is 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 towards improving life outcomes for Aboriginal peoples and Torres Strait Islander peoples. 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 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 2019–2020, with support from the Ministerial and Government Champions program, remote and discrete communities noted achievements including:

- improved community infrastructure, including the refurbishment of an early childhood centre, upgraded sports field, and tree rectification
- increased access to the National Disability Insurance Scheme (NDIS) through NDIS Access Clinics
- funding for improved housing development
- additional strategies and programs to improve educational outcomes.

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* through the activities of the Cultural Agency Leaders committee and its supporting officer level Culture and Reconciliation Working Group.

Key achievements

During 2019–2020, the department worked with government agencies to achieve the following:

- 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
- released the Starting the Journey educational program so that all departments can have access to foundation level cultural capability training.

Future directions

In 2020–2021, the department will continue to design policies, programs and services with Aboriginal and Torres Strait Islander Queenslanders.

Partner with communities and government agencies to develop innovative policies and programs that focus on Aboriginal and Torres Strait Islander priorities.

Partner with Aboriginal and Torres Strait Islander community-controlled organisations to finalise the new Agreement on Closing the Gap and develop a Queensland plan to implement the new Agreement.

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.

Work with a Treaty Advancement Committee on the next steps on the path to treaty.

Create community foundations for the future by providing a strategy to ensure a vibrant economy and healthy community for next generations.

Influence government and partners to develop solutions and a way forward on complex challenges.

Develop relationships based on healing and truth telling with Aboriginal and Torres Strait Islander Queenslanders.

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Total cost per hour of economic participation policy	\$106
Total cost per hour of community participation policy	\$106

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

35%
of our workforce identify as
Aboriginal peoples and/or **Torres Strait Islander peoples**

70%
of our workforce are women, with **40.6%**
of Senior Officer and Senior Executive Service **positions held by women**

4.3%
of our workforce are **staff with disability**

9.5%
of our workforce are from a
non-English speaking background

80%
program and project performance
against budget allocation
(Due to the impacts of the COVID-19 pandemic, and the resulting travel restrictions to rural and remote discrete communities under the Commonwealth Biosecurity Act 2015, and subsequent Chief Health Officer directions, a range of land infrastructure capital grant and land planning and other programs were unable to be fully progressed)

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 past year, 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, our employees are committed to delivering improved outcomes for Aboriginal and Torres Strait Islander Queenslanders. Departmental staff recognise the opportunities that arise from emerging challenges and changes in the operating environment. By continuing 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.

Our strategic workforce highlights

- Introduction of project management approaches such as the Agile methodology and the enhanced use of collaborative platforms including SharePoint and Microsoft Teams

- The Public entities and the *Queensland Human Rights Act 2019* module is now included in the department's mandatory training for staff
- Regional Directors and managers completed the Stepping Up – front line Managers training to build on existing capabilities
- Current cultural capability training through the Starting the Journey training package, which is available to all agencies as a whole-of-government resource
- The department continues to expand its workforce involvement in White Ribbon Day events and domestic and family violence training.

Learning and development opportunities

During 2019–2020, the department focussed on learning and development to increase staff capability in key priority areas. The department provided staff with a wide range of learning and development opportunities, including opportunities to undertake secondments in the broader public sector and opportunities to perform in higher duties within the department.

Throughout the year, staff also participated in a wide range of training courses, workshops and conferences designed to support a positive workplace culture and promote resilience in response to the challenges of COVID-19. These included: Developing Resilient Leadership, Disability Awareness, Everyday coaching skills for better conversations, and COVID-safe Workplace Training for Queensland Public Sector Employees.

Leadership and management capability

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

During 2019–2020, staff were supported to undertake the following leadership and management courses and training opportunities:

- Performance Conversations and Performance Management
- Public Interest Disclosure Assessment and Management
- Stepping Up – Front Line Managers
- Benestar – Mental Health and Wellbeing at Work during COVID-19 for Leaders.

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. They also provided a prompt for regular, structured discussions about performance expectations.

Attraction and retention strategies

The department is focussed 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.

In addition, during 2019–2020, 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.

Recognising our staff

The Staff Excellence Awards celebrate the department's SOLID culture and recognises staff who model the SOLID values in the way they conduct themselves, execute their work, and contribute to creating a supportive and inclusive organisation built on trust. On 21 November 2019, we celebrated and recognised the work of 46 staff members who were nominated for awards.

The Staff Excellence Awards include seven awards—one for each SOLID value in addition to the inaugural Culture Award, and the Director-General Excellence Choice Award. The program acknowledges staff who go above and beyond their role to deliver programs and services to Aboriginal and Torres Strait Islander Queenslanders. The program enables staff to nominate a staff member or team for a shout-out via the monthly Human Resources Update or for a Staff Excellence Award.

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 2019–2020, 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 weekly Feel Good Friday emails to promote a positive workplace culture as well as a monthly Human Resources Update to ensure staff are kept informed about human resource matters
- introducing Habit At Work, an online educational tool promoting self-help and problem-solving for the prevention and management of discomfort, pain and injury
- 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 June 2020, the department had 292.56 full-time equivalent (FTE) employees. Of the full-time equivalent employees, 77.2 per cent were permanent staff, 20.3 per cent temporary staff, 2.2 per cent contract staff and 0.3 per cent casual staff.

The department's annual separation rate was 5.5 per cent as at 30 June 2020.

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

Workforce diversity

35 per cent of the workforce identify as Aboriginal and/or Torres Strait Islander people.

4.3 per cent of the workforce are staff with disability.

70 per cent of the workforce are women, with 40.6 per cent of Senior Officer and Senior Executive Service positions held by women.

9.5 per cent of the workforce are from a non-English speaking background.

Graduate, traineeship, scholarship and cadetship programs

During 2019–2020, two graduates and four trainees 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. During the COVID-19 pandemic, two participants secured secondment contracts—one in another Queensland Government agency and the other within the Commonwealth Government.

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.

During 2019–2020, the following mandatory training modules were offered to employees:

- Conflict of Interest and Other Employment
- Ethical Decision-Making and Code of Conduct
- Fraud and Corruption Control
- Information Privacy
- Information Security
- Information Security Management System
- Internal Controls and Financial Responsibilities
- Introduction to Records Management
- Public Entities and the *Queensland Human Rights Act 2019*
- Recognise, Respond, Refer – Domestic Violence in the Workplace
- Risk Management
- Starting the Journey
- Building Emergency Procedures.

Workforce response to COVID-19

Employees across the public service have contributed to the COVID-19 pandemic response in a range of ways. Departmental employees have contributed to this effort, to ensure continuity and access to government services by:

- allocating liaison officers to each Local Disaster Management Group to support them in resolving critical issues impacting First Nations Queenslanders
- facilitating communication of local concerns and issues when the Commonwealth Government's Biosecurity Determination came into effect from 26 March 2020 in specific remote and discrete communities, through to the transition to the Chief Health Officer Directions on 12 June 2020
- continuing to deliver essential services in line with normal arrangements where appropriate
- performing different roles and work within the agency to help respond to emerging needs
- performing work in another agency through the whole-of-sector Queensland Government COVID-19 employee mobilisation service
- performing work to assist the State Disaster Coordination Centre operations and reporting.

The department's COVID-19 communication strategy, in alignment with Queensland Health and whole-of-government advice, delivered a program of culturally responsive and appropriate information and key messaging to ensure factual and consistent information was available to remote and discrete Aboriginal and Torres Strait Islander communities. Information provided on the department's website addressed the following areas of priority:

- travel restrictions to remote communities
- health information
- domestic and family violence
- Sorry Business and funerals
- support for business and workers
- business operations
- COVID-19 pandemic resources and web-links.

The department's COVID-19 pandemic response was supported by regular interdepartmental teleconferences, led by the department, with the Mayors and the Chief Executive Officers of Aboriginal and Torres Strait Islander Councils and other councils across Queensland, to hear their concerns first hand. Teleconferences enabled timely and effective responses to the issues and concerns raised by Mayors and helped to build mutually beneficial relationships within each affected community. These coordinated efforts contributed to the result of no confirmed COVID-19 cases in Queensland's remote and discrete Aboriginal and Torres Strait Islander communities as at 30 June 2020.

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.

During 2019–2020, the department:

- participated in the inter-departmental working committee to promote discussion and increase understanding about the scope and meaning of human rights as it applies to daily business, professional conduct, policy and legislation
- implemented the department's project plan towards full compatibility with the Queensland *Human Rights Act 2019*. This plan will ensure that the department continues to progress the implementation of key activities, including to review and report on work undertaken by the department
- delivered the *Human Rights Act 2019* training through iLearn modules resulting in 92 per cent of staff completing the mandatory training modules by 30 June 2020
- established a new complaints portal and information page on the department's intranet site that provides more information about human rights
- implemented external awareness activities including emails to departmental stakeholders, social media on *deadly stories* Facebook and LinkedIn about the introduction of the *Human Rights Act 2019* and training delivered by the Human Rights Commission
- delivered an employee awareness campaign, including promoting the video-based speaker series, newsletter features, posters in regional offices and internal social media on Yammer.

Human Rights Complaints

There were no recorded human rights complaints received by the department since the commencement of the *Human Rights Act 2019* on 1 January 2020.

Reviews

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

- review and update of the department's internet pages related to complaints, the *Human Rights Act 2019* and public interest disclosures
- reviewed statement on respecting and upholding human rights within the department's *Strategic Plan 2019–2023*, as required for financial year 2020–2021
- commencement of a review of the department's administered legislation.

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*.

During 2019–2020, the department identified new opportunities to drive performance improvements through the implementation of the DATSIP Planning and Performance Management Framework. These included:

- strengthening the alignment between the department's strategic and operational planning through the development of a department-wide operational plan and risk register
- continuing to strengthen the department's performance reporting on service standards in the Service Delivery Statement through revised service standards and data dictionaries
- 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* 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*. DATSIP'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 2019–2020, 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 are 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 2019–2020, the department conducted an in-depth review of its strategic and operational risks to reflect the new strategic direction within the *2019–2023 Strategic Plan*. This resulted in the development of a new strategic risk register and a department-wide operational risk register aligned 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 2019–2020, 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 2019–2020 conduct and performance data to the Commission for publishing on the Queensland Government website by 30 September 2020.

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*.

In 2019–2020, the department's *Strategic Internal Audit Plan 2019–2020* was developed to focus on the higher risk business units and projects where internal audit and assurance activities will provide the most value.

Information systems and recordkeeping

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

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

Cultural Capability Action Plan 2018–2021

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

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

The department continues to take significant steps forward in building its cultural capability. With 35 per cent of DATSIP staff identifying as Aboriginal and/or Torres Strait Islander, our department is very well positioned to continue to strengthen its cultural capability and to provide a strong whole-of-government leadership role in building cultural capability across the public sector.

As at 31 December 2019, 90 per cent of actions within the department's Cultural Capability Action Plan were completed or on track for completion within agreed timeframes, and ten per cent were partially completed or not yet commenced. Due to revised reporting arrangements, data for the 2019–2020 financial year will be collected in the first quarter of the 2020–2021 financial year.

Key achievements

During 2019–2020, achievements included:

- evidence of the significant shift towards the department's co-design agenda with Aboriginal peoples and Torres Strait Islander peoples, in line with the department's vision within the *2019–2023 Strategic Plan*. This included:
 - funding 31 Aboriginal and Torres Strait Islander Language grants in partnership with the Department of Education
 - facilitating and supporting 61 community-based NAIDOC week events through grant funding
 - conducting 24 statewide Path to Treaty consultations to further understand community perspectives on the future progress for a Treaty in Queensland
 - developing and launching the foundation cultural capability training package *Starting the Journey*.

Open data

For additional 2019–2020 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

Future directions

In 2020–2021, our department will continue to strengthen its capability, innovation and governance arrangements.

Build on and maintain workforce capability that is outcomes focussed to consistently deliver service expectations.
Strengthen performance through contemporary governance best practice.
Deliver corporate solutions and systems that are fit for purpose, managed and streamlined in a consistent manner.
Deliver staff engagement programs.
Embed the cultural capability framework within the department's governance mechanisms.
Maintain respectful relationships and cultural considerateness that promote trust and accountability to achieve results.
Partner with government agencies, industry and the broader community to establish effective networks that foster collaboration.
Support the Queensland government's COVID-19 response and recovery plans by: <ul style="list-style-type: none"> continuing to work with Aboriginal and Torres Strait Islander leaders in remote and discrete communities to address community and economic recovery priorities developing a model for continuing the COVID-19 relationship with remote councils, with linkages to Local Thriving Communities continuing regular communication with councils to discuss emerging COVID-19 concerns in remote and discrete Aboriginal and Torres Strait Islander communities, as a priority for the Queensland Government.

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Workplace diversity – Aboriginal and Torres Strait Islander staff	35%
Workplace diversity – female staff at Senior Executive Service level	50%
Workplace diversity – staff with disability	4.5%
Workplace diversity – staff from a non-English speaking background	9.7%
Cultural Capability Action Plan deliverables implemented	100%
Reconciliation Action Plan deliverables implemented	100%
Performance against budget allocation	99%

In this section

Chief Finance Officer's report

Summary of financial performance

Income received

Expenses incurred

Expenditure comparison to last year

Balance sheet

Assets held

Liabilities and equity

Administered items

Chief Finance Officer's report

The department continues to deliver its services in a fiscally responsible manner, recording a minor operating deficit of \$0.563 million for the year. This outcome reflects expenditure incurred in 2019–2020 on land infrastructure and other programs, for which the department recognised the revenue and received the cash funding in prior financial years. These are accounting adjustments only, and those programs remain fully funded.

Key program investments in 2019–2020 to progress the department's vision of Aboriginal and Torres Strait Islander Queenslanders thriving culturally, socially and economically included Path to Treaty, Local Thriving Communities and facilitating the legal recognition of Torres Strait Islander traditional child rearing practice.

Due to the impacts of the COVID-19 pandemic, and the resulting travel restrictions to rural and remote discrete communities under the Commonwealth *Biosecurity Act 2015* and subsequent Chief Health Officer directions, a range of land infrastructure capital grant, land planning, and other programs were unable to be fully progressed. Initiatives which could not progress included the Ngarupai (Horn Island) and Palm Island splash parks projects. With overall lower expenditure, the amount of appropriation revenue the department required to fund programs was commensurately less compared to budget and compared to the prior year.

Responsibility for the Cape York Peninsula Land Tenure Resolution program transferred to the Department of Environment and Science, effective from 1 July 2019. This transfer of responsibility also entailed a \$6 million cash transfer to the Department of Environment and Science to support capital acquisitions for that program.

In accordance with the requirements of section 77 (2) (b) of the Queensland *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 Queensland *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 Statement was presented at the Audit and Risk Committee meeting in August 2020.

Tim Hodda FCPA

Chief Finance Officer

Summary of financial performance

This section provides an overview of the financial statements of the department for the 2019–2020 financial year, which are provided in detail at the Financial Statements section of this report.

Table 1: Summary of financial results of controlled operations

	2019–2020 FINANCIAL YEAR \$'000	2018–2019 FINANCIAL YEAR \$'000
Income	63,604	78,880
Expenses	64,167	81,310
Operating surplus (deficit)	(563)	(2,430)
Assets	40,923	40,697
Liabilities	16,925	10,421
Net assets	23,998	30,276

Income received

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

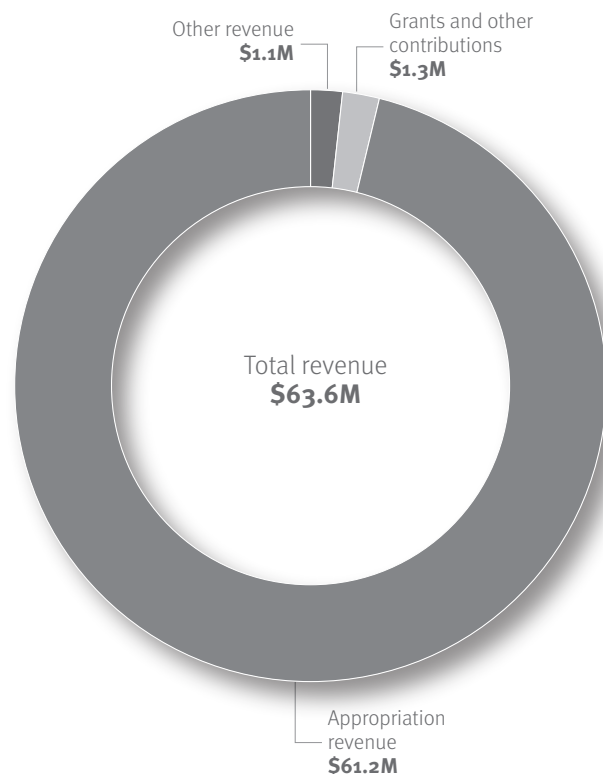
Progress on a range of strategic programs was affected due to the impacts of the COVID-19 pandemic, resulting in overall expenditure in 2019–2020 being lower than 2018–2019. With lower expenditure, the amount of appropriation revenue required to fund those programs was commensurately less compared to the previous year.

Income for 2019–2020 was \$63.6 million and this included:

- \$61.2 million in appropriation revenue
- \$1.3 million in grants and other contributions, including \$0.3 million from the Department of Housing and Public Works to fund remote community land and infrastructure development programs; contributions from the Department of Education to support grants dedicated to the preservation, research and revitalisation of Indigenous Languages (\$0.1 million); and contributions from state agencies to fund the Reconciliation Action Plan process (\$0.19 million). Other contributions also recognise \$0.3 million in services provided by Queensland State Archives to the department free of charge
- \$1.1 million in other revenue, including reimbursement from Community Enterprise Queensland for depreciation and other expenses associated with Retail Stores assets (\$0.85 million). These costs are reimbursed under Memorandum of Understanding arrangements.

Figure 1 shows revenue across items for 2019–2020.

Figure 1: Revenue by type



Expenses incurred

During 2019–2020, the 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 2019–2020 were \$64.2 million and included:

- \$37.8 million on employee expenses
- \$17.1 million on supplies and services, including \$5.3 million on office accommodation, property and maintenance costs; \$4.5 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; \$2.5 million on support services including information technology, payroll and financial transactional services; and \$1.4 million on service procurement programs including Local Thriving Communities
- \$7.4 million on grants expenditure, including \$3 million on remote community capital and infrastructure grants, \$1.85 million contributed to the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF) for education scholarships, and \$0.6 million for Community Safety Plans under the Renewed Approach to Alcohol program
- \$1.2 million on depreciation and amortisation expenses
- \$0.7 million on other expenses.

Figure 2 shows the expenses across items for 2019–2020.

Expenditure comparison to last year

Total expenditure for our department in 2019–2020 was \$17.1 million less than 2018–2019.

Expenditure was comparably lower due to the combined influences of the timing of approved initiatives, the impact of the COVID-19 pandemic on progressing programs, and the 2018–2019 results incorporating the costs of the Cape York Peninsula Land Tenure Resolution program which transferred to the to the Department of Environment and Science from 1 July 2019. Overall expenditure on that program totalled \$5.8 million in 2018–2019.

Employee expenses increased by \$2.7 million compared to 2018–2019, reflecting rises in accordance with State Wage case outcomes and new 2019–2020 initiatives operationalised.

Supplies and Services were lower by \$5.2 million compared to 2018–2019, primarily reflecting the effects of the transfer of the Cape York Peninsula Land Tenure Resolution Program, with expenditure on supplies and services for that program totalling \$4 million in 2018–2019. Overall expenditure is also lower in 2019–2020 reflecting expenditure on the Work Histories program which entered completion phase in 2019–2020 (2018–2019 \$1.6 million: 2019–2020 \$0.4 million).

Grant expenses were lower by \$8.6 million compared to 2018–2019, reflecting the combined influences of the timing of approved initiatives and the impact of the COVID-19 pandemic on the ability to progress programs. Strategic capital grant initiatives that were affected in 2019–2020 due to travel restrictions into the remote discrete communities included the Ngarupai (Horn Island) Splash Park and Palm Island Splash Park program – \$5 million. The 2018–2019 expenditure included a range of capital grants outlays for which the projects were completed in 2018–2019 or entering completion phase in 2019–2020. These projects include Torres Strait Airstrip Upgrade (2018–2019 \$2.8 million: 2019–2020 \$nil), Cape York Splash Parks (2018–2019 \$3.6 million: 2019–2020 \$0.3 million), Mossman Gorge Kickstart (2018–2019 \$2.7 million: 2019–2020 \$1.1 million).

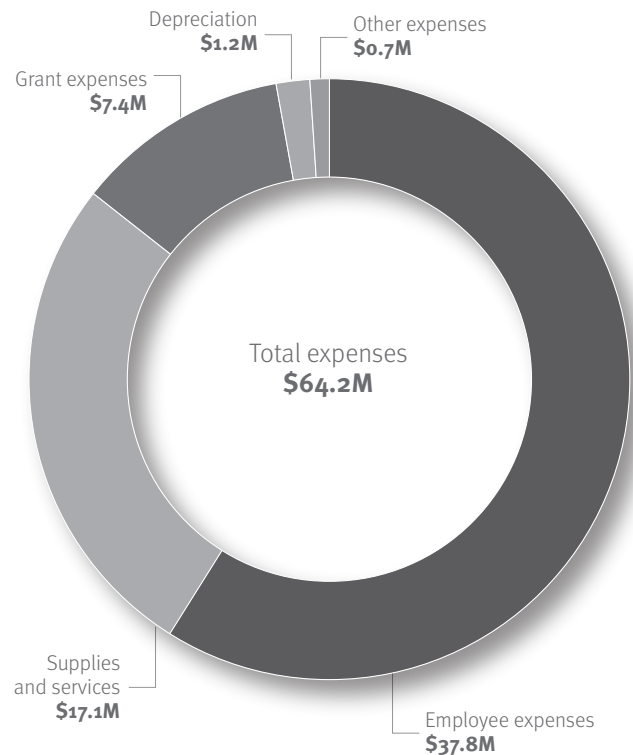
Other expenses decreased by \$6.3 million primarily due to a change in whole-of-government accounting disclosure requirements. For 2019–2020, agencies no longer disclose appropriation deferrals as an expense item, but rather as a reduction against the appropriation revenue line item. From a comparative perspective — the 2018–2019 other expenses included Appropriation Payable of \$6.4 million. The 2019–2020 equivalent would be \$14.8 million, with the deferrals primarily reflecting the impact of COVID-19 on the ability for the department’s ability to progress strategic initiatives including the splash parks.

Figure 3 compares the department’s expenditure in 2019–2020 with 2018–2019.

Figure 3: Expenditure comparison



Figure 2: Operating expenditure by type



Balance sheet

The department has a strong balance sheet at the end of the 2019–2020 financial year.

Assets held

Total assets held by the department at 30 June 2020 were \$40.9 million, which included:

- \$22.2 million in cash assets
- \$17.1 million in property, plant and equipment, and software. The department's asset base includes the Retail Stores and employee housing portfolio (\$9.8 million); the Lockhart River Multi-Tenant Service Centre (\$2.1 million) and community assets (\$2.7 million)
- \$1.6 million in receivables and other current assets. Receivables include \$0.3 million to be paid by the Department of Housing and Public Works for land infrastructure program costs, and \$0.4 million from the central scheme for employee leave claims.

The overall asset value of the department remained relatively stable over the financial year (\$40.7 million 2018–2019), with non-current assets reducing by \$1 million principally reflecting depreciation, offset by an increase in cash of \$1.1 million. The increase in cash principally reflects unspent appropriation cash held for a range of programs that were affected by the impacts of the COVID-19 pandemic, partially offset by \$6 million transferred to the Department of Environment and Science for the Cape York Peninsula Land Tenure Resolution Program.

Figure 4 compares the department's assets in 2019–2020 with 2018–2019.



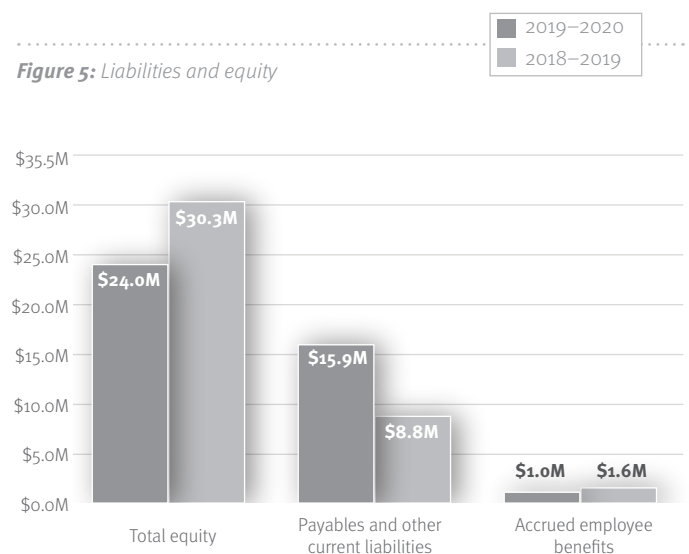
Liabilities and equity

At 30 June 2020, the department had liabilities of \$16.9 million, including payables of \$15.9 million and accrued employee benefits of \$1 million. Equity totals \$24 million.

Payables includes deferred appropriation payable to Consolidated Fund of \$14.8 million (\$6.4 million 2018–2019). Progress on a range of programs was affected due to the impacts of the COVID-19 pandemic, and the appropriation payable reflects the unspent funds for those initiatives that will continue into 2020–2021 and also reflects uncommitted funds returned to support overall State priorities.

The reduction in Equity reflects \$6 million cash transferred to the Department of Environment and Science for the Cape York Peninsula Land Tenure Resolution program.

Figure 5 compares the department's liabilities and equity in 2019–2020 with 2018–2019.



Administered items

The department administered the payment of \$4.9 million to the Family Responsibilities Commission in support of its Welfare Reform activities in the 12 months to 30 June 2020. The Family Responsibilities Commission is funded through a joint arrangement with the Commonwealth Government under a Memorandum of Understanding. The previous funding agreement expired on 31 December 2018, and a new agreement was entered into during the 2019–2020 financial year. The \$4.9 million contribution to the Family Responsibilities Commission in 2019–2020 included \$2.7 million provided by the Commonwealth Government which covered the 18 month period from 1 January 2019 to 30 June 2020.

In addition, the department administered the payment of \$5.4 million to the Western Cape Communities Trust under the Western Cape Communities Co-Existence Agreement.

Department of Aboriginal and Torres Strait Islander Partnerships

Financial Statements

for year ended 30 June 2020

Table of Contents

Statement of Comprehensive Income	43
Statement of Financial Position	44
Statement of Changes In Equity	45
Statement of Cash Flows	46
Statement of Comprehensive Income by Major Departmental Services	48
Statement of Assets and Liabilities by Major Departmental Services	49
Management Certificate	68
Independent Auditor's Report	69

Notes to and forming part of the Financial Statements 2019–2020

1	Basis of financial statement preparation	50
2	Appropriation revenue	52
3	Grants and other contributions	52
4	Other revenue	52
5	Employee benefits	52
6	Key Management Personnel (KMP) Disclosures and Related Party Transactions	54
7	Supplies and services	56
8	Grants	57
9	Other expenses	57
10	Receivables	57
11	Property, plant and equipment	58
12	Payables	62
13	Accrued employee benefits	62
14	Asset revaluation surplus by class	62
15	Commitments	62
16	Contingencies	63
17	Events after the balance date	63
18	Financial risk disclosures	63
19	Schedule of administered items	65
20	Reconciliation of Payments from Consolidated Fund to Administered Income	66
21	Explanations of major variances	67

Statement of Comprehensive Income

for the year ended 30 June 2020

	NOTES	2020 \$'000	ADJUSTED BUDGET * \$'000	BUDGET VARIANCE ** \$'000	2019 \$'000
INCOME FROM CONTINUING OPERATIONS					
Appropriation revenue	2	61,221	78,021	(16,800)	75,872
Grants and other contributions	3	1,280	400	880	2,367
Other revenue	4	1,103	802	301	641
Total Income from Continuing Operations		63,604	79,223	(15,619)	78,880
EXPENSES FROM CONTINUING OPERATIONS					
Employee expenses	5	37,804	37,730	74	35,129
Supplies and services	7	17,129	29,516	(12,387)	22,369
Grants	8	7,407	11,388	(3,981)	15,987
Depreciation and amortisation		1,159	1,043	116	837
Other expenses	9	668	246	422	6,988
Total Expenses from Continuing Operations		64,167	79,923	(15,756)	81,310
Operating Result from Continuing Operations		(563)	(700)	137	(2,430)
Operating Result for the Year		(563)	(700)	137	(2,430)
OTHER COMPREHENSIVE INCOME					
<i>Items that will not be reclassified to operating result:</i>					
Increase (decrease) in asset revaluation surplus		285	–	285	250
Total Other Comprehensive Income		285	–	285	250
Total Comprehensive Income		(278)	(700)	422	(2,180)

* Original Budget adjusted for transfer of the Cape York Peninsula Tenure Resolution Program to the Department of Environment and Science effective from 1 July 2019.

** An explanation of major variances is included in Note 21.

The accompanying Notes form part of these statements.

Statement of Financial Position

as at 30 June 2020

	NOTES	2020 \$'000	ADJUSTED BUDGET * \$'000	BUDGET VARIANCE ** \$'000	2019 \$'000
CURRENT ASSETS					
Cash and cash equivalents		22,270	5,004	17,266	21,165
Receivables	10	1,203	2,296	(1,093)	1,433
Other current assets		393	84	309	100
Total Current Assets		23,866	7,384	16,482	22,698
NON-CURRENT ASSETS					
Property, plant and equipment	11	16,893	16,875	18	17,887
Intangible assets		164	77	87	112
Total Non-Current Assets		17,057	16,952	105	17,999
Total Assets		40,923	24,336	16,587	40,697
CURRENT LIABILITIES					
Payables	12	15,833	1,697	(14,136)	8,737
Accrued employee benefits	13	1,040	1,946	906	1,620
Other current liabilities		52	–	(52)	64
Total Current Liabilities		16,925	3,643	(13,282)	10,421
Net Assets		23,998	20,693	29,869	30,276
EQUITY					
Contributed equity		29,838	–	–	35,838
Asset revaluation surplus	14	4,932	–	–	4,647
Accumulated surplus (deficit)		(10,772)	–	–	(10,209)
Total Equity		23,998	20,693	3,305	30,276

* Original Budget adjusted for transfer of the Cape York Peninsula Tenure Resolution Program to the Department of Environment and Science effective from 1 July 2019.

** An explanation of major variances is included in Note 21.

The accompanying Notes form part of these statements.

Statement of Changes in Equity

for the year ended 30 June 2020

	CONTRIBUTED EQUITY \$'000	ASSET REVALUATION SURPLUS \$'000	ACCUMULATED SURPLUS \$'000	TOTAL \$'000
BALANCE AS AT 1 JULY 2018	27,701	4,397	(7,774)	24,324
Operating result from continuing operations	–	–	(2,430)	(2,430)
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	–	250	–	250
Post machinery-of-government adjustment	2,137	–	–	2,137
Total Comprehensive Income for the Year	2,137	250	(2,430)	(43)
TRANSACTIONS WITH OWNERS AS OWNERS				
Appropriated equity injections	6,000	–	–	6,000
Net effect of changes in accounting policies	–	–	(5)	(5)
Net Transactions with Owners as Owners	6,000	–	(5)	5,995
Balance at 30 June 2019	35,838	4,647	(10,209)	30,276
Operating result from continuing operations	–	–	(563)	(563)
OTHER COMPREHENSIVE INCOME				
Increase in asset revaluation surplus	–	285	–	285
Post machinery-of-government adjustment	–	–	–	–
Total Comprehensive Income for the Year	–	285	(563)	(278)
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	4,932	(10,772)	23,998

The accompanying Notes form part of these statements.

* Refer to Note 1 (i) for Machinery-of-Government (MoG) Changes.

Statement of Cash Flows

for the year ended 30 June 2020

	2020 \$'000	ADJUSTED BUDGET* \$'000	BUDGET VARIANCE** \$'000	2019 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
<i>Inflows:</i>				
Service appropriation receipts	69,680	78,021	(8,341)	69,972
Grants and other contributions	1,201	400	801	2,705
GST input tax credits from ATO	2,223	–	2,223	3,606
GST collected from customers	43	–	43	55
Other	766	1,302	(536)	1,727
<i>Outflows:</i>				
Employee expenses	(37,952)	(37,730)	(222)	(35,262)
Supplies and services	(18,288)	(29,816)	11,528	(22,206)
Grants	(7,838)	(11,388)	3,550	(16,150)
GST paid to suppliers	(2,169)	–	(2,169)	(3,259)
GST remitted to ATO	(43)	–	(43)	(55)
Other	(584)	(246)	(338)	(288)
Net cash provided by (used in) operating activities	7,039	543	6,496	845
CASH FLOW FROM INVESTING ACTIVITIES				
<i>Inflows:</i>				
Sales of property, plant and equipment	–	–	–	–
<i>Outflows:</i>				
Payments for property, plant and equipment	155	(100)	255	(54)
Payments for intangibles	(89)	–	(89)	–
Net cash used in investing activities	66	(100)	166	(54)
CASH FLOW FROM FINANCING ACTIVITIES				
<i>Inflows:</i>				
Equity injection	–	–	–	6,000
<i>Outflows:</i>				
Changes in accounting policy	–	–	–	(5)
Payment to other QLD Govt Entities***	(6,000)	–	(6,000)	–
Net cash provided by (used in) financing activities	(6,000)	–	(6,000)	5,995
Cash and cash equivalents – opening balance	21,165	4,561	16,604	14,379
Net increase (decrease) in cash and cash equivalents	1,105	443	662	6,786
Cash and cash equivalents – closing balance	22,270	5,004	17,266	21,165

* Original Budget adjusted for transfer of the Cape York Peninsula Tenure Resolution Program to the Department of Environment and Science effective from 1 July 2019.

** An explanation of major variances is included in Note 21.

*** Refer Note 1 (i) for Machinery-of-Government (MoG) Changes.

Statement of Cash Flows (continued)

	2020 \$'000	2019 \$'000
RECONCILIATION OF OPERATING RESULT TO NET CASH PROVIDED BY OPERATING ACTIVITIES		
Operating surplus/(deficit)	(563)	(2,430)
<i>Non-Cash items included in operating result:</i>		
Depreciation and amortisation expense	1,159	837
Loss on disposal of non-current assets	3	12
<i>Change in assets and liabilities:</i>		
Increase/(decrease) in unearned revenue	(12)	65
(Increase)/decrease in GST input tax credits receivable	53	347
(Increase)/decrease in receivables	177	1,651
(Increase)/decrease in other assets	(293)	(16)
Increase/(decrease) in appropriation payable	8,459	454
Increase/(decrease) in accounts payable	(1,364)	(48)
Increase/(decrease) in GST payable	—	—
Increase/(decrease) in accrued employee benefits	(580)	(27)
Net Cash Provided by (used in) operating activities	7,039	845

The accompanying Notes form part of these statements.

Statement of Comprehensive Income by Major Departmental Services

for the year ended 30 June 2020

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL
	2020	2020	2020	2019	2019	2019
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
INCOME FROM CONTINUING OPERATIONS						
Appropriation revenue	29,998	31,223	61,221	41,916	33,956	75,872
Grants and other contributions	461	818	1,280	1,549	818	2,367
Other revenue	113	990	1,103	70	571	641
Total Income from Continuing Operations	30,573	33,031	63,604	43,535	35,345	78,880
EXPENSES FROM CONTINUING OPERATIONS*						
Employee expenses	17,939	19,865	37,804	18,543	16,586	35,129
Supplies and services	8,767	8,362	17,129	13,302	9,398	22,700
Grants	3,872	3,535	7,407	10,405	5,582	15,987
Depreciation and amortisation	128	1,031	1,159	132	705	837
Other expenses	324	344	668	3,885	2,772	6,657
Total Expenses from Continuing Operations	31,030	33,137	64,167	46,267	35,043	81,310
Operating Result for the Year	(457)	(106)	(563)	(2,732)	302	(2,430)
OTHER COMPREHENSIVE INCOME						
<i>Items that will not be reclassified to Operating Result:</i>						
Increase/(decrease) in asset revaluation surplus	8	277	285	18	232	250
Total Comprehensive Income	(449)	171	(278)	(2,714)	534	(2,180)
* Allocation of expenses from corporate services	2,447	2,759	5,206	2,524	2,245	4,769

Statement of Asset and Liabilities by Major Departmental Services

as at 30 June 2020

	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL	ECONOMIC PARTICIPATION SERVICES	COMMUNITY PARTICIPATION SERVICES	TOTAL
	2020	2020	2020	2019	2019	2019
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
CURRENT ASSETS						
Cash and cash equivalents	8,190	14,080	22,270	12,996	8,169	21,165
Receivables	728	475	1,203	833	600	1,433
Other current assets	193	200	393	16	84	100
Total Current Assets	9,111	14,755	23,866	13,845	8,853	22,698
NON-CURRENT ASSETS						
Property, plant and equipment	765	16,128	16,893	849	17,038	17,887
Intangible assets	-	164	164	-	112	112
Total Non-Current Assets	765	16,292	17,057	849	17,150	17,999
Total Assets	9,876	31,047	40,923	14,694	26,003	40,697
CURRENT LIABILITIES						
Payables	6,564	9,269	15,833	4,626	4,111	8,737
Accrued employee benefits	508	532	1,040	872	748	1,620
Other current liabilities	24	28	52	35	29	64
Total Current Liabilities	7,096	9,829	16,925	5,533	4,888	10,421
Net Assets	2,780	21,218	23,998	9,161	21,115	30,276

1. BASIS OF FINANCIAL STATEMENT PREPARATION

Objectives and principal activities of the department

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

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

Level 9, 1 William Street
Brisbane QLD 4000

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

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

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

- Economic Participation services which 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 2019.

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

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

b) Authorisation of Financial Statements for issue

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

c) The reporting entity

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

d) 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.

1. BASIS OF FINANCIAL STATEMENT PREPARATION (CONTINUED)

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 2018–19 financial statements.

Current/non-current classification

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

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

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

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

Application of New Accounting Standard – AASB 15 Revenue from Contracts with Customers

AASB 1058 *Income of Non-For Profit Entities* and ASSB 15 *Revenue from Contracts with Customers* became applicable in 2019–20.

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

- The department receives funds upfront from the commonwealth or other state agencies to construct non-financial assets project managed by the department and granted to other entities. These receipts don't have performance obligations and are recognised as revenue upfront.
- The department evaluated the existing grant arrangements with the Department of Housing and Public Works (DHPW) to determine whether revenue from those grants could be deferred under the new requirements. In general, the department invoices DHPW monthly in arrears for works completed in that period for land infrastructure works that are project managed by the department and granted to other entities. The department will recognise revenue through current invoicing arrangements as work is completed.
- The department received grants for which there were no sufficiently specific performance obligations. The total of these grants in the 2019–20 year is \$1.280m.

The department will monitor the impact of any such contracts subsequently entered into.

Application of New Accounting Standard – AASB 16 Leases

The department applied AASB 16 Leases for the first time in 2019–20. That accounting standard introduced new guidance on the definition of a lease.

Previously, the department classified its leases as operating or finance leases based on whether the lease transferred significantly all of the risks and rewards incidental to ownership of the asset to the lessee. The distinction between operating and finance leases no longer exists under the new Standard, with all leases recognised on balance sheet as lease liabilities and right-of-use assets unless they are short-term or of low value assets.

In 2018–19, the department held operating leases under AASB 117 from the Department of Housing and Public Works (DHPW) for non-specialised commercial office accommodation through the Queensland Government Accommodation Office (QGAO) and residential accommodation through the Government Employee Housing (GEH) program.

Effective 1 July 2019, the framework agreements that govern QGAO and GEH were amended with the result that these arrangements would not meet the definition of a lease under AASB 16 and therefore are exempt from lease accounting.

From 2019–20 onward, the costs for these services are expensed as supplies and services expenses when incurred. The new accounting treatment is due to a change in the contractual arrangements rather than a change in accounting policy.

Costs of motor vehicles provided through DHPW QFleet will continue to be expensed as supplies and services expense when incurred. DHPW hold substantive substitution rights for vehicles provided under the scheme.

Accounting standards early adoption

No accounting standards have been early adopted in 2019–20.

h) Future impact of accounting standards not yet effective

There are no accounting standards formally adopted by the Queensland Government not yet operationally effective that materially impact on the department as assessed at balance date.

i) Machinery-of-Government (MoG) Changes

Transfers out – Controlled activities

Detail of Transfer: Cape York Peninsula Tenure Resolution Program transferred from the Department of Aboriginal and Torres Strait Islander Partnerships to the Department of Environment and Science.

Basis of Transfer: Public Service Departmental Arrangements Notice (No.2) 2019 dated 20 September 2019.

Date of Transfer: Effective from 1 July 2019

Budgeted appropriation revenue (controlled) of \$3.1 million in 2019–20 and \$1.7 million ongoing were reallocated to DES effective from 1 July 2019. Cash of \$6 million was also transferred.

Under these arrangements, twelve staff were transferred.

The decrease in assets of \$6 million has been accounted for as a decrease in contributed equity as disclosed in the Statement of Changes in Equity.

	2020 \$'000	2019 \$'000
2. APPROPRIATION REVENUE		
Reconciliation of payments from Consolidated Fund to appropriated revenue		
Budgeted appropriation revenue	81,114	81,668
Transfer from/(to) other departments (refer to Note 1 (i))	(3,093)	–
Lapsed appropriation revenue	(8,341)	(11,696)
Total appropriation receipts (cash)	69,680	69,972
Plus: Opening balance of deferred appropriation payable to Consolidated Fund	6,354	5,900
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(14,813)	(6,354)
Net appropriation revenue	61,221	69,518
Plus: Deferred appropriation payable to Consolidated Fund (expense)	–	6,354
Appropriation revenue recognised in statement of comprehensive Income	61,221	75,872

Appropriations provided under the Appropriation Act 2019 and the Appropriation (COVID-19) Act 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. Prior to 1 July 2019, any liability at the end of the financial year for deferred appropriation repayable was debited to expenses under the requirements of the superseded AASB 1004 Contributions. Capital appropriations are recognised as adjustments to equity.

3. GRANTS AND OTHER CONTRIBUTIONS		
Grants	968	2,037
Services received at below fair value	312	330
Total	1,280	2,367

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 includes contributions from DHPW for land infrastructure works undertaken on behalf of local communities (2019–20 \$0.427m; 2018–19 \$1.287m) and contributions from other State Government entities for advancement of departmental services (2019–20 \$0.540m; 2018–19 \$0.750m).

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	85	49
Other Revenue*	1,017	591
Total	1,103	641

*Other revenue includes reimbursement from Community Enterprise Queensland for depreciation of the Retail Stores (2019–20 \$0.781m; 2018–19 \$0.398m) and revenue from property rental income (2019–20 \$0.178m; 2018–19 \$0.116m).

5. EMPLOYEE BENEFITS		
EMPLOYEE BENEFITS		
Wages and salaries*	27,076	25,195
Employer superannuation contributions	3,815	3,640
Annual leave levy/expense	3,538	3,314
Sick leave expense	1,931	1,606
Long service leave levy/expense	679	532
Other employee benefits	443	530
	37,482	34,817
EMPLOYEE RELATED EXPENSES		
Other employee related expenses	183	210
Workers' compensation premium	139	102
	322	312
Total	37,804	35,129

* The Wages and salaries include \$0.357 million of \$1,250 one-off, pro-rata payments for 293 full time equivalent employees (announced in September 2019).

5. EMPLOYEE BENEFITS (CONTINUED)

EMPLOYEE BENEFITS**Wages and salaries**

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

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

Sick Leave

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

Annual leave and long service leave

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

These levies are expensed in the period in which they are payable. Amounts paid to employees for leave taken are claimed from the scheme quarterly in arrears.

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

Superannuation

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:

	2020	2019
Number of full-time equivalent employees	293	303*

* The full-time equivalent employees for 2018–19 included 12 FTEs who were deployed in the Cape York Peninsula Land Tenure Program office and who subsequently transferred to the Department of Environment and Science from 1 July 2019.

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

DETAILS OF KEY MANAGEMENT PERSONNEL

The department's responsible Minister is identified as part of the department's KMP, consistent with additional guidance included in the revised version of AASB 124 Related Party Disclosures. The department operated under two Ministers during the financial year—the Honourable Jackie Trad, Deputy Premier, Treasurer and Minister for Aboriginal and Torres Strait Islander Partnerships, from 1 July 2019 to 10 May 2020; and the Honourable Craig Crawford, Minister For Fire and Emergency Services and Minister for Aboriginal and Torres Strait Islander Partnerships, from 11 May 2020 to 30 June 2020.

The following details for non-Ministerial KMP reflect those departmental positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2019–20 and 2018–19. Further information about these positions can be found in the body of the Annual Report under the section relating to Executive Management.

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

KMP REMUNERATION POLICIES

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

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

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

Remuneration expenses for those KMP comprise the following components:

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

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

The following disclosures focus on the expenses incurred by the department attributable to non–Ministerial KMP during the 2019–20 and comparatively in 2018–19.

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

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 KMP's by non–KMP officers have been excluded on the basis of being immaterial in relation to the time spent in the KMP role.

2018–19

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 (from 7 August 2018)	385	–	8	46	–	439
Director–General (Acting) (ceased 6 August 2018)	37	1	1	2	–	41
Deputy Director–General Infrastructure & Coordination (ceased 26 April 2019)	144	–	3	20	–	167
Deputy Director–General Culture and Economic Participation (from 13 August 2018)	220	2	4	23	–	249
Deputy Director–General Culture and Economic Participation (to 10 August 2018)	32	2	–	3	114	151
Deputy Director–General Policy and Corporate Services (from 11 February 2019)	108	–	2	9	–	119
Deputy Director–General, Policy and Corporate Services (ceased 1 February 2019)	127	2	3	16	91	239
Chief Finance Officer	155	–	3	19	–	177

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

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 during 2019–20.

TRANSACTIONS WITH OTHER QUEENSLAND GOVERNMENT–CONTROLLED ENTITIES

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

The department received Grants Revenue of \$0.427 million from the Department of Housing and Public Works primarily for Infrastructure development related works in remote and discrete Aboriginal and Torres Strait Island communities.

The department paid the Department of Housing and Public Works \$4.7 million for the accommodation lease and property operating costs, \$0.795 million for property repairs and maintenance, and \$0.252 million for vehicle leasing costs.

The department paid the Department of Child Safety, Youth and Women \$1.2 million for ICT, legal, and reporting system corporate support costs under MOU arrangements.

The department paid the Department of Communities, Disability Services and Seniors \$0.371 million for Internal Audit, Ethical Standards and procurement support services under MOU arrangements.

The department paid the Department of Housing and Public Works (Queensland Shared Services) \$0.995 million for human resources and financial services transactional and system services under MOU arrangements.

The department paid the Public Trustee of Queensland \$1.85 million for Queensland Aboriginal and Torres Strait Islander Foundation Scholarships.

The department paid the Queensland Government Statisticians and Treasury Office \$0.437 million for the provision of statistical data and reporting services and Insurance services.

The department paid the Department of Environment and Science \$6 million as part of the transfer of the Cape York Peninsula Land Tenure Resolution Program under the Machinery-of-Government Change. The cash was for the land acquisition program.

The department paid Crown Law Office \$0.308 million for the provision of Legal Services.

The department received from the Department of Education \$0.110 million for contributions towards the 2020 Indigenous Languages grant program and the Reconciliation Action Plan evaluation program.

	2020 \$'000	2019 \$'000
7. SUPPLIES AND SERVICES		
Service procurement	1,422	5,256
Professional and technical fees	4,522	5,158
Office accommodation and motor vehicles*	3,398	3,554
Outsourced corporate and professional services	2,478	3,088
Property operational costs	1,299	1,320
Travel	1,182	1,305
Administration costs	506	523
Repairs and maintenance	644	591
Consultancies	611	527
Telecommunications	435	492
Computer operating costs	188	187
Minor plant and equipment	98	60
Other	346	308
Total	17,129	22,369

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

Due to the impacts of the COVID-19 Pandemic on operations, a range of operational expenses were generally lower in the final quarter of the financial year. These included lower travel costs resulting from travel restrictions to rural and remote discrete communities whilst they were in isolation under the Biosecurity Act.

	2020 \$'000	2019 \$'000
8. GRANTS		
Grants – capital	2,791	11,270
Grants – operating	4,571	4,662
Sponsorships	45	55
Total	7,407	15,987

9. OTHER EXPENSES		
Deferred appropriation payable to Consolidated Fund *	–	6,354
External audit fees **	130	155
Insurance premiums	97	70
Loss on disposal of non-current assets	3	12
Special payments – Out-of-court-settlement***	65	–
Services received below fair value****	312	331
Other expenses	61	66
Total	668	6,988

* Refer to Note 2 for details. Under revised Treasury accounting guidelines – departments are no longer required to record an expense in respect of the liability for appropriation payable to Consolidated Fund at year end. Appropriation payable is to be recorded as a reduction in Appropriation revenue. No adjustment to the 2018-19 comparative payable is required under these new guidelines.

** The Auditor-General of Queensland is the department's external auditor. The external audit fees accrued to 30 June 2020 is \$0.130 million (GST exclusive) (2019 \$0.155 million). The final fee for the 2019-20 audit is estimated at \$0.153 million, which is the QAO expected fees per their Audit Agreement. There are no non-audit services included in this amount.

*** An out-of-court-settlement paid to an ex-employee.

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

	2020 \$'000	2019 \$'000
10. RECEIVABLES		
Trade and other debtors	603	214
Less: allowance for impairment loss	(39)	(51)
	564	163
GST input tax credits receivable	243	296
GST payable	–	–
	243	296
Annual leave reimbursements	338	598
Long service leave reimbursements	58	376
Total	1,203	1,433

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.

In response to the COVID-19 Pandemic, the Queensland Government announced a policy to provide rent relief to businesses and not-for-profit organisations which rent premises from the state government, by way of a waiver initially for 6 months between 1 April 2020 and 30 September 2020.

The department has minimal revenue and receivables from non-government customers for property rental, with rental waived for the period 1 April 2020 to 30 June 2020 \$3,120 exclusive of GST.

The department has immaterial exposure to non-government customers, and will continue to assess the impacts of the COVID-19 Pandemic on their ability to repay amounts owed. At balance date, no impairments have been raised due to assessed COVID-19 Pandemic impacts.

	2020 \$'000	2019 \$'000
11. PROPERTY, PLANT AND EQUIPMENT		
LAND: AT FAIR VALUE		
Gross	1,410	1,530
BUILDINGS: AT FAIR VALUE		
Gross	29,729	29,253
Less: Accumulated depreciation	(14,779)	(13,608)
	14,950	15,645
PLANT AND EQUIPMENT: AT COST		
Gross	1,633	1,660
Less: Accumulated depreciation	(1,100)	(948)
	533	712
Total	16,893	17,887

PROPERTY, PLANT AND EQUIPMENT RECONCILIATION

	LAND \$'000	BUILDINGS \$'000	PLANT AND EQUIPMENT \$'000	TOTAL \$'000
Carrying amount at 1 July 2019	1,530	15,645	712	17,887
Acquisitions	–	–	6	6
Disposals	–	–	(3)	(3)
Retirement	–	–	–	–
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	16,893

* The department transferred land valued at \$0.164 million to the Torres Shire Council.

Carrying amount at 1 July 2018	1,530	13,813	917	16,260
Acquisitions	–	15	38	53
Disposals	–	–	(12)	(12)
Transfer in from other Queensland Government entities *	–	2,136	–	2,136
Transfers between assets classes	–	(15)	15	–
Revaluation increments / (decrements)	–	250	–	250
Depreciation	–	(555)	(245)	(800)
Carrying amount at 30 June 2019	1,530	15,645	712	17,887

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

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 2019–20, the department revalued land and buildings by use of appropriate indexes. The department engaged the State Valuation Service (SVS) to supply these indices, and SVS sub-contracted the building index valuation to GRC Quantity Surveyors.

SVS advised of land value increases of 10% for land held on Thursday Island. No other land parcels changed. This resulted in an increase in the Revaluation Reserve of \$0.045 million.

The indices are either publicly available, or are derived from available market information. SVS and GRC Quantity Surveyors 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.

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. GRC Quantity Surveyors provides assurance of their robustness, validity and appropriateness for application to the relevant assets.

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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:

Buildings were revalued in 2019–20 based on an indexation of 1.63 percent increase as advised by GRC Quantity Surveyors, applicable to all departmentally controlled buildings and respective sub-components. This resulted in an increase in the Revaluation Reserve of \$0.24 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	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
Buildings	2,277	2,303	12,672	13,342	14,949	15,645
Land	1,410	1,530	0	0	1,410	1,530

LEVEL 3 FAIR VALUE MEASUREMENT – RECONCILIATION

	BUILDINGS		LAND	
	2020 \$'000	2019 \$'000	2020 \$'000	2019 \$'000
Carrying Amount at 1 July	13,342	59	–	–
Transfers in from other Entities	–	2,136	–	–
Acquisitions	–	15	–	–
Transfers out to other Classes	–	(15)	–	–
Assets reclassified as held for sale	–	–	–	–
Transfers from Level 2 class	–	11,458	–	–
Net revaluation increments/(decrements) in operating surplus	–	–	–	–
Net revaluation increments/(decrements) in Other Comprehensive Income	203	180	–	–
Depreciation	(873)	(491)	–	–
Carrying amount at 30 June	12,672	13,342	–	–

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	6 – 97 years	25.67 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 \$1.650 million.
- Mona Mona (land held in trust and a meeting shed) – value \$0.857 million.
- Residential dwellings and land held in trust, Irvinebank – value \$0.213 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 to the Torres Shire Council during 2019–20 under the community facilities divestment initiative. This transfer has been disclosed as a grant in the Controlled accounts with the value of the grant assessed at the fair value of the asset (\$0.164 million).

The department currently controls a number of Retail Stores and associated housing assets in remote communities. These assets are valued at \$9.862 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 (\$2.103 million).

	2020 \$'000	2019 \$'000
12. PAYABLES		
Deferred appropriation payable to Consolidated Fund	14,813	6,354
Trade creditors	801	1,729
Grants payable	206	637
Other	13	17
Total	15,833	8,737

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.

	2020 \$'000	2019 \$'000
13. ACCRUED EMPLOYEE BENEFITS		
Annual leave levy payable	859	841
Wages and salaries payable*	–	619
Long service leave levy payable	181	160
Total	1,040	1,620

* due to the timing of the cash payments for payroll across financial years compared to 30 June balance date, \$0.6 million was recognised as payable as at 30 June 2019. \$0.36 million has been recognised as a pre-payment as at 30 June 2020 and recorded as a current asset.

	LAND \$'000	BUILDINGS \$'000	TOTAL \$'000
14. ASSET REVALUATION SURPLUS BY CLASS			
Carrying amount at 1 July 2018	936	3,461	4,397
Net revaluation increments / (decrements)	–	250	250
Carrying amount at 30 June 2019	936	3,711	4,647
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

15. COMMITMENTS

Capital expenditure commitments

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

	2020 \$'000	2019 \$'000
Buildings		
No later than one year	126	–
Later than one year and no later than five years	–	–
Later than five years	–	–
Total	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

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 Aboriginal Shire Council for nil consideration under DATSIP's asset divestment program. The land title transferred on 6 August 2020. This transaction will be recognised as an administered Grant in 2020-21 permitted under the Financial Reporting Requirements 4F.5.

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	2020 \$'000	2019 \$'000
FINANCIAL ASSETS			
Cash and cash equivalents		22,270	21,165
Financial assets at amortised cost: Receivables	10	1,203	1,433
Total financial assets		23,473	22,598
FINANCIAL LIABILITIES			
Financial liabilities at amortised cost: Payables	12	15,833	8,737
Total financial liabilities at amortised cost		15,833	8,737

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

RISKS ARISING FROM FINANCIAL INSTRUMENTS

(a) Risk exposure

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

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 9).
Liquidity risk	The risk that the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The department is exposed to liquidity risk in respect of its payables (Note 11).
Market risk	The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.	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	823	341	–	39	1,203
Receivables 2019	1,357	2	59	15	1,433

	2020 \$'000	2019 \$'000
MOVEMENT IN LOSS ALLOWANCE FOR TRADE AND OTHER DEBTORS		
Loss allowance as at 1 July	46	10
Increase/decrease in allowance recognised in operating result	39	36
Amounts written-off during the year	(46)	–
Loss allowance as at 30 June	39	46

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	15,833	–	–	15,833
Payables 2019	8,737	–	–	8,737

19. SCHEDULE OF ADMINISTERED ITEMS

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

	2020 \$'000	ADJUSTED BUDGET \$'000	BUDGETED VARIANCE \$'000	2019 \$'000
ADMINISTERED INCOME				
Appropriation revenue	7,641	10,105	2,464	10,213
Grants and other contributions	2,700	–	(2,700)	900
Total Administered Income	10,341	–	(236)	11,113
ADMINISTERED EXPENSES				
Grants*	10,341	10,105	(236)	11,113
Total Administered Expenses	10,341	10,105	(236)	11,113
Operating surplus/(deficit)	–	–	–	–
ADMINISTERED ASSETS				
Cash	154	103	51	103
Total assets	154	103	51	103
ADMINISTERED LIABILITIES				
Deferred appropriation payable to Consolidated Fund	51	–	(51)	–
Total liabilities	51	–	(51)	–
Net administered assets/(liabilities)	103	–	–	103
ADMINISTERED EQUITY				
Contributed equity	68	–	–	68
Net transfer in from Controlled	–	–	–	–
Accumulated surplus	35	–	–	35
Total administered equity	103	103	–	103
GRANTS*				
Western Cape Communities Co–Existence Agreement	5,379			7,843
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	4,962			3,270
The Family Responsibility Commission (FRC) is jointly funded by the State and Commonwealth governments. Payments to the FRC are for operating costs for the Commission to support welfare reform and community members restore socially responsible standards of behaviour, local authority and wellbeing.				
Total	10,341	–	–	11,113

20. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED INCOME

	2020 \$'000	ADJUSTED BUDGET \$'000	BUDGETED VARIANCE \$'000	2019 \$'000
Original budgeted appropriation revenue	10,105	–	–	10,213
Lapsed Appropriation	(2,413)	–	–	-
Total administered receipts (Cash)	7,692	–	–	10,213
Plus: Opening balance of appropriation revenue receivable	–	–	–	–
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(51)	–	–	–
Administered income recognised in Note 19	7,641	–	–	10,213

21. EXPLANATIONS OF MAJOR VARIANCES – BUDGET VS ACTUAL COMPARISON

CONTROLLED ITEMS	
Appropriation revenue	Due to the impacts of the COVID-19 Pandemic and the resulting travel restrictions to rural and remote discrete communities whilst they were in isolation under the Biosecurity Act, a range of land infrastructure capital grant, land planning and other strategic programs were unable to be fully progressed. With lower expenditure, the amount of Appropriation revenue required to fund those programs was commensurately less compared to the prior year and compared to budget. The decrease in appropriation revenue of \$16.8m compared to budget reflects the deferral and reprofiling of funding for those key initiatives over the Forward Estimates, or for which uncommitted funding has been returned to support overall State budget priorities. Funding deferred from 2019–20 reflecting the revision of timing of program delivery includes \$5m for the Ngarupai (Horn Island) and Palm Island Splash Parks and Alcohol Management Plans (\$1m). Appropriation lapsed in 2019–20 reflecting uncommitted funding returned for State budget priority programs includes Local Thriving Communities (\$1.7m), Path to Treaty (\$1.7m), and Significant Litigation (\$2.3m).
Grants and other contributions	The increase in grants and other contributions of \$0.9m principally reflects one-off contributions received from other State Government departments agreed to post the publication of the State Budget towards departmentally led whole-of-government initiatives. Revenue of \$0.1m was received from the Department of Education for contribution towards a Languages grants program, \$0.19m from state agencies for contribution towards Reconciliation Action Plan programs, \$0.1m from the Department of Housing and Public Works for Redress Scheme staff, \$0.1m from the Queensland Reconstruction Authority for reimbursement of costs associated with disaster community recovery efforts incurred 2018–19, \$0.15m from state agencies for contribution towards the Cooee Elders grant program, and \$0.3m revenue recognised in relation to Queensland State Archive services received below fair value that was unbudgeted. The revenue also includes contributions from the Department of Housing and Public Works (DHPW) to implement remote indigenous land and infrastructure initiatives (\$0.3m).
Other revenue	Other revenue principally reflects revenue from Community Enterprise Queensland (CEQ) for the reimbursement of Retail Stores depreciation expenses under the terms of the Memorandum Of Understanding (\$0.8m). Other revenue also includes property rental income of \$0.18m.
Supplies and services	The decrease in Supplies and services by \$12.4m compared to budget reflects strategic program expenditure that was impacted by the effects of the COVID-19 Pandemic and the funding deferred and reprofiled over the Forward Estimates, or for which uncommitted funding has been returned to support overall State budget priorities. These programs are summarised under the Appropriation revenue variance.
Grants	The decrease in Grants by \$4m compared to budget is principally related to funding deferred to 2020–21 to advance the Ngarupai (Horn Island) and Palm Island Splash Parks, with these projects impacted by the effects of the COVID-19 Pandemic.
Depreciation	The increase in depreciation of \$0.1m reflects the effects of reduced assessed useful lives for certain office accommodation fitouts and building components, and an increase in the depreciation expenses for buildings resulting from the effects of asset revaluations.
Other expenses	The increase in other expenses of \$0.4m is principally due to the recognition of services provided by Queensland State Archives below fair value (\$0.31m) that was unbudgeted. There is no cash effect associated with the transaction.
Operating result	The Operating deficit of \$0.56m reflects expenditure on community infrastructure development and other initiatives for which funds were received in prior years from commonwealth and state agencies. This includes expenditure of \$0.4m relating to the Kickstart Mossman Gorge infrastructure initiative, \$0.1m relating to Yarrabah and Mona Mona community programs, and \$0.35m spent on Retail Stores deferred maintenance projects funded from prior year revenues. Partially offsetting these expenses were revenues recognised in 2019–20 that are expected to be spent in 2020–21 including \$0.1m received from the Department of Education for contribution towards a Languages grants program, and \$0.19m from state agencies for contribution towards Reconciliation Action Plan programs.
Cash and Cash equivalents	The increase in cash assets of \$17.3m compared to budget reflects appropriation funds received in 2019–20 that will be deferred or returned to support overall State budget priorities - these initiatives are summarised under the Appropriation revenue variance. The cash balance also includes \$0.3m in revenue received from other state agencies in 2019–20 relating to programs expected to be delivered in 2020–21 including funding for Reconciliation Action Plan programs (\$0.19m) and Languages grant programs (\$0.1m).
Receivables	Receivables are lower than forecast reflecting lower outstanding annual and long service leave reimbursements from the Central Scheme. Employees took lower levels of leave over the latter half of the year due to the impact of the COVID-19 Pandemic. Receivables are also lower reflecting lower contributions outstanding from DHPW for land infrastructure programs.
Other current assets	Other current assets includes \$0.36m in prepaid salaries that were unbudgeted. The payroll of 3 July 2020 was cleared from the bank account on 30 June, resulting in 3 days prepayment reflected in the 2019–20 financial statements.
Payables	Payables are \$14.1m above budget and are materially due to appropriation payables to Queensland Treasury for savings initiatives and deferral of expenditure due to the current COVID-19 pandemic circumstances.
Accrued employee benefits	Accrued employee benefits are lower reflecting the effects of the timing of payroll disbursements.
GST	Other cash inflows and outflows reflecting GST collected from suppliers and remitted to the Australian Taxation Office. There is a net inflow of \$0.054m in 2019–20.
ADMINISTERED ITEMS	
Appropriation revenue	The decrease in administered appropriation revenue of \$2.4m compared to budget primarily reflects lower royalty payment requirements under the Western Cape Communities Co-Existence Agreement.
Grants and other contributions	The increase in grants and other contributions revenue compared to budget of \$2.7m reflects the Commonwealth Government's 2019–20 contribution to the operating costs of the Family Responsibilities Commission, which was agreed to post the publication of the 2019–20 State Budget.

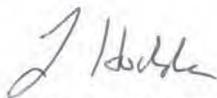
Department of Aboriginal and Torres Strait Islander Partnerships Management Certificate

for the year ended 30 June 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 financial year ended 30 June 2020 and of the financial position of the department at the end of that year.

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

28 August 2020



Dr Chris Sarra, PhD
Director-General

28 August 2020

INDEPENDENT AUDITOR'S REPORT

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

Report on the audit of the financial report

Opinion

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

In my opinion, the financial report:

- a) gives a true and fair view of the department's financial position as at 30 June 2020, and its financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

The financial report comprises the statement of financial position and statement of assets and liabilities by major departmental service as at 30 June 2020, the statement of comprehensive income, statement of changes in equity, statement of cash flows and statement of comprehensive income by major departmental service for the year then ended, notes to the financial statements including summaries of significant accounting policies and other explanatory information, and the management certificate.

Basis for opinion

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

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

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

Key audit matters

I have determined that there are no key audit matters to communicate in our report.

Other information

Other information comprises financial and non-financial information (other than the audited financial report) in the entity's annual report.

Those charged with governance are responsible for the other information.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Responsibilities of the department for the financial report

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

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

Auditor's responsibilities for the audit of the financial report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. This is not done for the purpose of expressing an opinion on the effectiveness of the 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 department.

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

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

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2020:

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

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

28 August 2020

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 Aboriginal and Torres Strait Islander communities.</p>

National Aborigines and Islanders Day Observance Committee (NAIDOC) Week	<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>
Native Title	<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>
Path to Treaty	<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>
Planning schemes	<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>
Remote and discrete Aboriginal and Torres Strait Islander communities	<p>This term refers to the following 34 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal, Yarrabah, and the Torres Strait islands of Badu, Boigu, Dauan, Erub (Darnley), Hammond, Iama (Yam), Kubin (Moa), Mabuiag, Mer (Murray), Poruma (Coconut), Saibai, St Pauls (Moa), Ugar (Stephens), Warraber and Yorke. 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>
Remote Indigenous Land and Infrastructure Program Office (RILIPO)	<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>
Separation rate	<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>
Targeted communities	<p>The term ‘targeted communities’ is used throughout the report in relation to the Service Delivery Statement performance measure—number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment.</p> <p>These communities include: Aurukun, Cherbourg, Woorabinda, Doomadgee, Hope Vale, Kowanyama, Lockhart River, Mapoon, Mornington Island, Napranum, Northern Peninsula Area (5 communities), Palm Island, Pormpuraaw, Yarrabah, Wujal Wujal, Torres Strait islands (15 islands), Coen and Mossman Gorge.</p>
Tracks to Treaty	<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>
Welfare Reform	<p>Welfare Reform is a partnership between the Queensland Government, the Australian Government, the Cape York Institute and the communities of Aurukun, Coen, Doomadgee, Hope Vale and Mossman Gorge.</p>

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

Purpose The DATSIP Board supports the Director-General, as the accountable officer, in discharging his legislative responsibilities.

Membership

- Director-General, DATSIP (Chair)
- Deputy Director-General, Culture and Economic Participation, DATSIP (Member)
- Deputy Director-General, Policy and Corporate Services, DATSIP (Member)
- Executive Director, Infrastructure and Coordination, DATSIP (Invitee)
- Chief Finance Officer, DATSIP (Invitee)
- Director, Office of the Director-General, DATSIP (Invitee)

On occasion, the DATSIP Board may invite guests to present on particular topics and/or provide specialist advice on specific issues.

Meeting frequency

The DATSIP Board meets quarterly. The DATSIP Board met four times during 2019–2020.

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

- Director-General, DATSIP (Chair)
- Deputy Director-General, Culture and Economic Participation, DATSIP (Member)
- Deputy Director-General, Policy and Corporate Services, DATSIP (Member)
- Executive Director, Infrastructure and Coordination, DATSIP (Member)
- Executive Director, Strategic Policy and Legislation, DATSIP (Member)
- Executive Director, Culture and Economic Participation, DATSIP (Member)
- Executive Director, Local Thriving Communities, DATSIP (Member)
- Senior Director, Corporate Services, DATSIP (Member)
- Chief Finance Officer, DATSIP (Member)
- Director, Office of the Director-General, DATSIP (Invitee).

Meeting frequency

The Executive Leadership Team meets on a fortnightly basis. The Executive Leadership Team met ten times during 2019–2020.

Appendix 3: Department boards and committees (continued)

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, DATSIP (Chair) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Regional Director, South East Queensland (North) (Member) • Chief Finance Officer, DATSIP (Member) • Senior Director, Corporate Services (Member) • Manager, Human Resources (Member). <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 three times during 2019–2020.
REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD	
Purpose	<p>As the key decision-making body within the governance model of the Remote Indigenous Land and Infrastructure Program Office (Program Office), the Program Office Board oversees the progress of the development and implementation of program deliverables.</p> <p>It resolves cross-agency issues and whole-of-government risks and issues affecting the deliverables of the Program Office.</p>
Membership	<ul style="list-style-type: none"> • Director-General, DATSIP (Chair) • Director-General, Department of State Development, Manufacturing, Infrastructure and Planning (Member) • Director-General, Department of Natural Resources, Mines and Energy (Member) • Director-General, Department of Housing and Public Works (Member) • Director-General, Department of Local Government, Racing and Multicultural Affairs (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Executive Director, Department of the Premier and Cabinet (Member) <p>Membership of the Program Board can be changed at the discretion of the Chair.</p> <p>When Program Board meetings are convened (every third meeting), membership will be extended to include the Mayors of three Aboriginal and Torres Strait Islander councils. The Mayors invited to meetings can change at the discretion of the Chair.</p>
Meeting frequency	<p>The Remote Indigenous Land and Infrastructure Program Office Board met one time during 2019–2020.</p> <p>In January 2020, the Remote Indigenous Land and Infrastructure Program Office Board was amalgamated with the Local Thriving Communities Directors-General Sub-Committee. The Committee meets monthly.</p>

Appendix 3: Department boards and committees (continued)

REGIONAL SERVICE DELIVERY BOARD	
Purpose	The DATSIP Regional Service Delivery Board 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, DATSIP (Chair) • Deputy Director-General, Policy and Corporate Services, DATSIP (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Regional Director, Cape and Torres, DATSIP (Member) • Regional Director, Cairns and Hinterland, DATSIP (Member) • Regional Director, North Queensland, DATSIP (Member) • Regional Director, Central Queensland, DATSIP (Member) • Regional Director, South East Queensland, DATSIP (North) (Member) • Regional Director, South East Queensland, DATSIP (South) (Member) • Regional Director, South West Queensland, DATSIP (Member).
Meeting frequency	The Regional Service Delivery Board meets bi-monthly and meetings are held over two consecutive days. The Regional Service Delivery Board met four times during 2019–2020.
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, 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: \$12,000</p> <p>Audit and Risk Committee external member’s remuneration: \$5,000</p>
Meeting frequency	The Audit and Risk Committee meets quarterly, with an additional meeting scheduled in August to approve the annual financial statements. The Audit and Risk Committee met five times during 2019–2020.

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, DATSIP (Co-Chair) • Workplace delegates of Together Qld Union of Employees (Co-Chair and Members) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Official representative of Together Queensland Union of Employees (Member) • Director, Cultural Heritage, Culture and Economic Participation (Member) • Senior Director, Corporate Services, DATSIP (Invitee).
Meeting frequency	The Agency Consultative Committee meets at least five times per year. The Agency Consultative Committee met six times during 2019–2020.
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, DATSIP (Chair) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Deputy Director-General, Policy and Corporate Services, DATSIP (Member) • Executive Director, Infrastructure and Coordination, DATSIP (Member) • Chief Finance Officer, DATSIP (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 12 times during 2019–2020.

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 (ICT) 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	<ul style="list-style-type: none"> • Deputy Director-General, Policy and Corporate Services and Chief Information Officer, DATSIP (Member) • Deputy Director-General, Culture and Economic Participation, DATSIP (Member) • Chief Finance Officer, DATSIP (Member) • Manager, Information and Communication Technology, DATSIP (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). <p>The Director, Information Management and Security, Department Communities, Disability Services and Seniors, has been identified as a representative of the primary external ICT service provider and will be invited to the meetings on “as required” basis.</p> <p>Other guests will be invited based on the requirement and as determined by the Chair.</p>
Meeting frequency	The ICT Steering Committee meets bi-monthly as a minimum. The ICT Steering Committee met five times during 2019–2020.

Appendix 4: Service Delivery Statements

2019–2020 Performance statement

The following section provides details of the Department of Aboriginal and Torres Strait Islander Partnerships' performance against the 2019–2020 Budget Paper 5—Service Delivery Statements as at 30 June 2020.

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, and 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	2019–2020 TARGET/EST.	2019–2020 ACTUAL
SERVICE AREA: ECONOMIC PARTICIPATION			
Service standards			
<i>Effectiveness measures</i>			
Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department	1, 2	600	1,033
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement by the Youth Employment Program	3	70%	78.8%
Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed six months after placement by the Youth Employment Program	4, 5	50%	59.5%
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	31
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	8	450	462
Value of government procurement from Aboriginal and Torres Strait Islander businesses	9	\$350M	\$305.31M
<i>Efficiency measure</i>			
Total cost per hour of economic participation policy	10, 11	\$103	\$100.50

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. The 2019–2020 Actual for job placements for Aboriginal peoples and Torres Strait Islander peoples exceeds the 2019-20 target/estimate reflecting the department's efforts to maximise job opportunities across a range of sectors through increased industry engagement, including entering into Memoranda of Understanding with key industry groups and employers, the Youth Employment Program and through government infrastructure investment. The 2020–2021 target/estimate reflects the projected labour market conditions and their potential impact on the level of jobs growth at the time of calculation.
3. This service standard measures the proportion of Aboriginal peoples and Torres Strait Islander peoples who, under the Youth Employment Program, remain in employment for three months after initial placement. The Youth Employment Program is an employment support program for young Aboriginal and Torres Strait Islanders who are finishing high school and looking for work, or considering further education. The target for this service standard was exceeded.
4. This service standard measures the proportion of Aboriginal peoples and Torres Strait Islander people who, under the Youth Employment Program, remain in employment for six months after initial placement. The 2018–2019 Actual of 59.5% exceeded the 2019–2020 target/estimate of 50% reflecting the department's focus on long-term job opportunities.
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.
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.
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. The collation of data for this measure has been delayed due to COVID-19, and as a result, only the data available at publication has been able to be provided. The 2019–2020 actual result will be published on the department's website by 31 March 2021.
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 Aboriginal and Torres Strait Islander businesses. The department connects agency and industry business supply and employment opportunities, and links investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The collation of data for this measure has been delayed due to COVID-19, and as a result, only the data available at publication has been able to be provided. The 2019–2020 actual result will be published on the department's website by 31 March 2021.
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.

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	2019–2020 TARGET/EST.	2019–2020 ACTUAL
SERVICE AREA: COMMUNITY PARTICIPATION			
Service standards			
<i>Effectiveness measure</i>			
Customer satisfaction with cultural heritage services provided by the department	1, 2	75%	85%
<i>Efficiency measures</i>			
Average cost per cultural heritage search request processed	3, 4	\$33	\$28
Average cost per community and personal histories request processed	5, 6	\$5,180	\$4,595
Total cost per hour of community participation policy	7, 8	\$103	\$100.50

Appendix 4: Service Delivery Statements (continued)

Notes

1. This service standard measures overall customer satisfaction with the delivery of cultural heritage services provided by the department through the Cultural Heritage Online Portal. The target for this service standard was exceeded.
2. The survey data is based on responses received from registered land users comprising local, state and 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.
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 staffing costs and the costs related to providing and maintaining the Cultural Heritage Database system, and includes 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 particular areas. The actual cost per search request was lower than the 2019–2020 target/estimate reflecting continued efforts to ensure clients utilize the cost-efficient self-service portal.
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, and includes operating costs such as accommodation, information technology and corporate costs. The average cost of a request is influenced by the complexity of the individual personal history request. In general, the complexity of the requests was lower in 2019–2020 compared to the prior year, and more requests were processed.
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. The 2020–2021 target/estimate reflects cost increases resulting from enterprise bargaining outcomes and the Consumer Price Index (CPI).
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. The wording of this measure has been changed from 'Average cost...' to 'Total cost...' for consistency with the Economic Participation measure. The calculation methodology has not changed.
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.

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 appointment of the first Aboriginal Commissioner to the Family Responsibilities Commission; supported the Family Responsibilities Commission to respond to local issues; and established a working group to commence a 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	2	No remuneration	N/A	Nil
Member	Troy Sloan ¹	0	No remuneration	N/A	Nil
Member	Raymond Griggs	2	No remuneration	N/A	Nil
Member	Noel Pearson	2	No remuneration	N/A	Nil
No. scheduled meetings/sessions	2				
Total out of pocket expenses	Nil				

¹Commonwealth Government member from 1 July to 31 October 2019, during which time no Board meetings were held.

Appendix 6: Compliance checklist

SUMMARY OF REQUIREMENT		BASIS FOR REQUIREMENT	ANNUAL REPORT REFERENCE
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	ii
Accessibility	<ul style="list-style-type: none"> Table of contents 	ARRs – section 9.1	iii – iv
	<ul style="list-style-type: none"> Glossary 	ARRs – section 9.1	73
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	87
	<ul style="list-style-type: none"> Interpreter service statement 	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	87
	<ul style="list-style-type: none"> Copyright notice 	<i>Copyright Act 1968</i> ARRs – section 9.3	87
	<ul style="list-style-type: none"> Information licensing 	<i>QGEA – Information Licensing</i> ARRs – section 9.5	87
General information	<ul style="list-style-type: none"> Introductory information 	ARRs – section 10.1	v – 11
	<ul style="list-style-type: none"> Agency role and main functions 	ARRs – section 10.1	v – 11
	<ul style="list-style-type: none"> Machinery-of-government changes 	ARRs – section 10.2, 31 and 32	n/a
	<ul style="list-style-type: none"> Operating environment 	ARRs – section 10.3	9
Non-financial performance	<ul style="list-style-type: none"> Government’s objectives for the community 	ARRs – section 11.1	2
	<ul style="list-style-type: none"> Other whole-of-government plans/specific initiatives 	ARRs – section 11.2	2, 12, 14, 15, 16, 17, 19, 20, 21, 22, 24, 25, 26, 28, 30
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.3	3, 4, 81, 82, 83, 84
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.4	81 – 84
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	38 – 41
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	5
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	6
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	9
	<ul style="list-style-type: none"> Public Sector Ethics 	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	35
	<ul style="list-style-type: none"> Human Rights 	<i>Human Rights Act 2019</i> ARRs – section 13.5	34
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.6	2
Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1	10, 11, 35
	<ul style="list-style-type: none"> Audit committee 	ARRs – section 14.2	78
	<ul style="list-style-type: none"> Internal audit 	ARRs – section 14.3	35
	<ul style="list-style-type: none"> External scrutiny 	ARRs – section 14.4	35
	<ul style="list-style-type: none"> Information systems and recordkeeping 	ARRs – section 14.5	35
Governance – human resources	<ul style="list-style-type: none"> Strategic workforce planning and performance 	ARRs – section 15.1	31
	<ul style="list-style-type: none"> Early retirement, redundancy and retrenchment 	<i>Directive No.04/18 Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	32
Open Data	<ul style="list-style-type: none"> Statement advising publication of information 	ARRs – section 16	87
	<ul style="list-style-type: none"> Consultancies 	ARRs – section 33.1	https://data.qld.gov.au
	<ul style="list-style-type: none"> Overseas travel 	ARRs – section 33.2	https://data.qld.gov.au
	<ul style="list-style-type: none"> Queensland Language Services Policy 	ARRs – section 33.3	https://data.qld.gov.au
Financial statements	<ul style="list-style-type: none"> Certification of financial statements 	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	68
	<ul style="list-style-type: none"> Independent Auditor’s Report 	FAA – section 62 FPMS – section 46 ARRs – section 17.2	69 – 71

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

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