

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

2012–13 Annual Report



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

Friday 27 September 2013

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

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

Dear Minister

I am pleased to present the Annual Report 2012–13, including the financial statements, for the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.

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

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

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

Yours sincerely

Ben Klaassen
Acting Director-General

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

Level 6B, Neville Bonner Building
75 William Street Brisbane
PO Box 15397 City East
Queensland 4002 Australia

DIRECTOR-GENERAL'S MESSAGE

I am pleased to present the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs' Annual Report for 2012–13.

The past year saw further progress made on strategic reforms and initiatives for Aboriginal, Torres Strait Islander and culturally diverse Queenslanders. We delivered on the commitments outlined in our Minister's Charter Letter and other key initiatives to achieve service delivery reforms.

I am particularly proud of the department's achievements in working with the Aboriginal community, Torres Strait Islanders and those from culturally diverse backgrounds to truly engage in economic participation and to celebrate their cultures and heritage with our broader statewide community.

During the year, as a result of machinery-of-government changes, we welcomed the Cape York Peninsula Land Tenure Resolution Program team to our department. The key role of this team is to work on-the-ground to resolve long-standing land tenure, infrastructure planning and development issues, and to improve land administration capabilities in Queensland's remote discrete Aboriginal and Torres Strait Islander communities.

We have also continued to address the many challenges faced by Aboriginal people, Torres Strait Islanders and people from culturally diverse backgrounds, including the service gaps and barriers experienced by those living in urban and regional areas. Last year, we responded to the new challenge of increasing numbers of people arriving in Queensland from places of hardship by working with the Department of Immigration and Citizenship, and their funded settlement service providers through the Queensland Settlement Committee, to identify and address priority issues. We also commenced work on a new cultural diversity policy for Queensland which, once finalised, will respond to the barriers experienced by people from culturally diverse backgrounds to ensure their full participation in the Queensland economy and society.

The establishment of the Cabinet Committee on Aboriginal and Torres Strait Islander Affairs (CCATSIA) provided our department with a key mechanism for influencing the strategic direction for Aboriginal and Torres Strait Islander Affairs across the Queensland Government. Their role includes ensuring the effective coordination of policies, programs and services across government.

Looking forward, 2013–14 will be an exciting year for our department. It will be a year where we continue to work closely and proactively with all levels of government, industry, community representatives and other key stakeholders to drive reforms to improve economic participation and strengthen cultural capability across the state and Queensland Government agencies.

Our key focus will be twofold: developing and implementing a whole-of-government policy to increase economic participation opportunities for Aboriginal and Torres Strait Islander Queenslanders, and developing and implementing a new cultural diversity policy to ensure equitable access to services and enable people from our widely differing cultural backgrounds to participate successfully in our economy and community.

I would like to extend my thanks to all staff within our department who helped make 2012–13 a very successful year. It is their dedication, commitment, professionalism and enthusiasm that ensured we were able to deliver on our commitments and improve services for our clients and stakeholders.

Ben Klaassen
Acting Director-General

KEY HIGHLIGHTS INCLUDED:

- ESTABLISHING AGREEMENTS IN A NUMBER OF INDUSTRIES TO IMPROVE EMPLOYMENT OUTCOMES FOR ABORIGINAL AND TORRES STRAIT ISLANDER QUEENSLANDERS
- TRANSFERRING OWNERSHIP OF 241,637 HECTARES OF LAND TO THE TRADITIONAL OWNERS OF THE CAPE YORK PENINSULA
- COORDINATING THE QUEENSLAND MIGRATION HERITAGE PARTNERSHIP INITIATIVE TO CONTINUE TO BUILD AWARENESS OF MIGRANT EXPERIENCES AND THE SOCIAL AND ECONOMIC BENEFITS OF CULTURAL DIVERSITY FOR ALL QUEENSLANDERS.



PROVIDING WHOLE-
OF-GOVERNMENT
LEADERSHIP TO
IMPROVE OUTCOMES
FOR ABORIGINAL
PEOPLE, TORRES STRAIT
ISLANDER PEOPLE
AND PEOPLE FROM
CULTURALLY DIVERSE
BACKGROUNDS.

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01 OVERVIEW

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OVERVIEW

OUR VISION

ABORIGINAL PEOPLE, TORRES STRAIT ISLANDER PEOPLE AND PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE BACKGROUNDS CONTRIBUTE TO AND ENJOY QUEENSLAND'S PROSPERITY AND LIFESTYLE.

OUR PURPOSE

TO PROVIDE WHOLE-OF-GOVERNMENT LEADERSHIP TO IMPROVE THE OUTCOMES FOR ABORIGINAL PEOPLE, TORRES STRAIT ISLANDER PEOPLE AND PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE BACKGROUNDS.

OUR VALUES

- OUR PEOPLE
- LEADERSHIP
- PERFORMANCE, ACCOUNTABILITY AND INNOVATION
- CULTURAL CAPABILITY.

ABOUT OUR REPORT

This annual report:

- describes our performance by detailing our achievements, performance, outlook and financial position for 2012–13
- demonstrates our accountability and transparency by enabling our Minister, Queensland Parliament, our clients, stakeholders and the broader community to assess our efficiency and effectiveness in delivering Aboriginal and Torres Strait Islander and Multicultural Affairs services. It also shows our focus on continuous improvement.

Our report provides a comprehensive picture of our financial and non-financial performance.

WHO WE ARE

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

WHAT WE DO

Our department delivers:

Aboriginal and Torres Strait Islander Affairs services by providing whole-of-government leadership in Aboriginal and Torres Strait Islander policy, coordination and monitoring, and the delivery of services to Aboriginal and Torres Strait Islander Queenslanders. This includes:

- key policy and program initiatives in the areas of employment and business development, land tenure resolution, social housing and development opportunities, cultural heritage legislation, cultural capability and engagement, and Cape York Welfare Reform
- client-based activities such as managing six Retail Stores in remote locations and providing community and personal histories services.

The department's services were delivered across Queensland through eight regions: Brisbane, South East, South West, North Coast, Central Queensland, North Queensland, Far North Queensland and the Torres Strait Islands.

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

This includes policy and program initiatives, such as the Local Area Multicultural Partnerships and Community Action for a Multicultural Society programs.

Our services are supported by a central corporate office.

OUR CLIENTS AND STAKEHOLDERS

Our clients are Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds within Queensland.

We work closely with all levels of government, industry, non-government organisations and community representatives to improve outcomes for our clients.

OUR OPERATING ENVIRONMENT

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

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

Our 2012–2016 Strategic Plan sets the direction for the department over a four-year period. The plan identifies the department's strategic risks which assist in determining our priority strategies.

The strategic risks that impacted on the delivery of our policies, programs and services throughout the year included:

- the complexity and isolation of remote Aboriginal and Torres Strait Islander communities
- an increased demand for culturally appropriate services due to factors such as population growth across cultural and Aboriginal and Torres Strait Islander groups
- an ageing workforce and increasing competition for skilled staff from other government agencies and the non-government sector
- a tight fiscal environment.

These risks presented us with many opportunities to improve our service delivery, including:

- a renewed focus to improve Aboriginal and Torres Strait Islander employment opportunities in tourism, resources, agriculture and construction by influencing all levels of government policy
- establishing local private and public partnerships to improve employment opportunities
- leading the development of cultural capability across Queensland Government agencies
- developing strategies and innovative approaches to improve efficiencies
- capitalising on the department's agility and responsiveness to deliver value for money services.

We spent \$116.6 million between 1 July 2012 and 30 June 2013 in the delivery of Aboriginal and Torres Strait Islander Affairs services and Multicultural Affairs services.

Our department also administers a number of instruments of legislation which are detailed in Appendix 2 on page 101.

OUR PEOPLE

As at 30 June 2013, we had 369 full-time equivalent (FTE) staff. Of these, 91 per cent were in frontline or frontline support roles which included positions such as Aboriginal and Torres Strait Islander regional liaison officers, government coordination officers, cultural heritage officers, regional cultural heritage coordinators, Retail Store managers, assistant store managers and community and personal histories officers.

OUR MINISTER

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

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

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

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

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

Robert Cavallucci MP, Assistant Minister for Multicultural Affairs

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

02 OUR FINANCIAL PERFORMANCE

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OUR FINANCIAL PERFORMANCE

SUMMARY OF FINANCIAL PERFORMANCE

MESSAGE FROM THE CHIEF FINANCE OFFICER

This financial summary provides an overview of the department's financial performance for 2012–13, which was the department's first full year of operation following its establishment in April 2012.

Our department provides a range of services, programs and grants to improve outcomes for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds. Programs and services include Cape York Welfare Reform, the Remote Indigenous Land and Infrastructure program, Cape York Peninsula Tenure Resolution program, community and personal histories services, the Learning Earning Active Places (LEAP) strategy and multicultural grants programs. The department also operates Retail Stores in six remote Aboriginal communities.

For the twelve months to 30 June 2013, the department reported an operating surplus of \$3 million. This surplus reflected funding received in advance for remote

Indigenous land and infrastructure development-related projects that will be undertaken in 2013–14. A surplus was also achieved in the Retail Stores operation which will be re-invested in maintaining and improving plant and equipment essential for the ongoing provision of high quality fresh food in these communities.

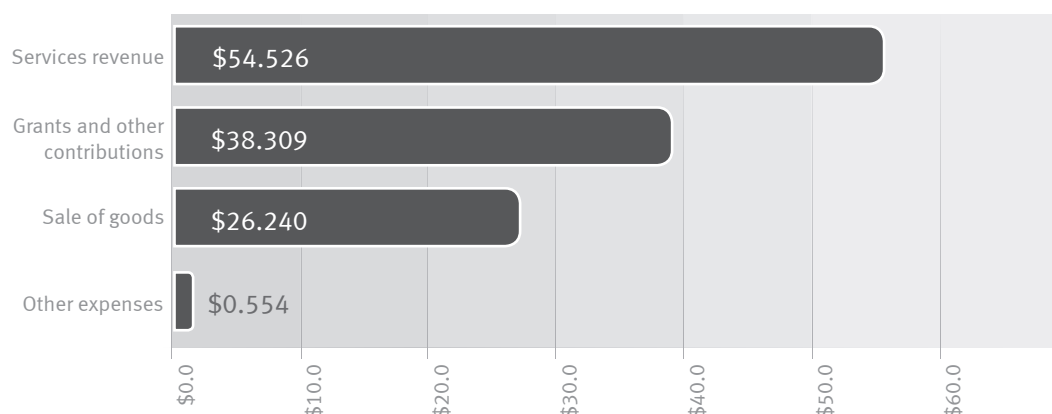
In accordance with my responsibilities under the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, I have provided a statement to the Acting Director-General advising that, in my opinion, the financial records of the department have been properly maintained for the period of this report in compliance with prescribed requirements. The internal control systems for the department relating to financial management have been operating efficiently and effectively and external service providers have given assurances about their controls. Since 30 June 2013 there have been no changes that may have had a material effect on the operation of the internal control systems of the department.

INCOME

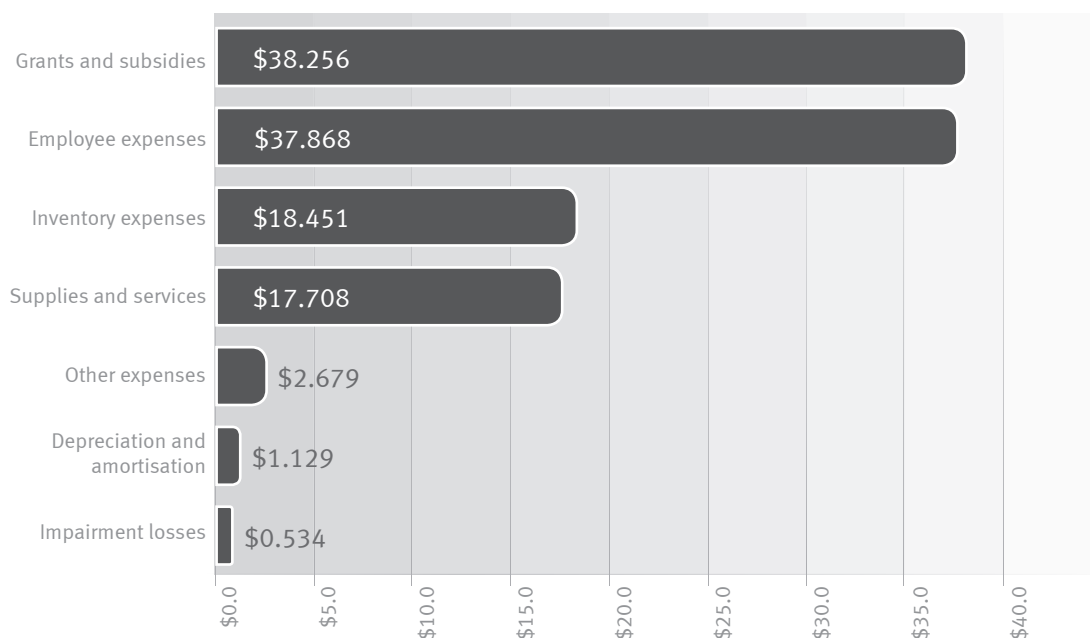
The department received income from a range of sources including the Queensland Government, the Australian Government and through the sale of goods in the Retail Stores. Total income for the department for 2012–13 was \$119.6 million and included:

- \$54.5 million in services revenue from the Queensland Government
- \$38.3 million in grants and other contributions mainly from the Australian Government for the National Partnership Agreement on Remote Indigenous Housing and associated projects
- \$26.2 million from the sale of goods in the Retail Stores
- \$0.6 million in other revenue.

Revenue by type \$M



Operating expenditure by type \$M



EXPENDITURE

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

Total expenses for 2012–13 were \$116.6 million and included:

- \$37.9 million on employee expenses
- \$17.7 million on supplies and services
- \$18.5 million on the purchase of inventory for resale in the Retail Stores
- \$38.3 million on grants expenditure, including

infrastructure development works, service procurement for Cape York Welfare Reform communities and multicultural initiatives

- \$1.1 million on depreciation and amortisation expenses
- \$2.6 million on other expenses which included a non-cash write-off of capital work-in-progress balances transferred at the 2012 machinery-of-government change
- \$0.5 million in impairment losses for inter-departmental receivables balances transferred at the 2012 machinery-of-government change.

FINANCIAL POSITION

The department was in a positive financial position at the end of the 2012–13 financial year. Total equity was \$40.3 million, representing an increase of \$6.1 million from the previous year. This included \$3 million in operating surplus for

the year, plus an asset revaluation surplus of \$3.4 million, offset by a transfer of property assets to the Department of Communities, Child Safety and Disability Services.

ASSETS

Total assets held by the department at 30 June 2013 were \$55.3 million, which included:

- \$23.9 million in cash assets
- \$26.5 million in property, plant, equipment and intangible assets
- \$2.6 million in receivables
- \$2.3 million in inventories.

The cash balances are required to fund payables outstanding at 30 June 2013 and include the funding received in advance for Remote Indigenous Land and Infrastructure Program projects to be undertaken in 2013–14, and retained surpluses.

OUR FINANCIAL PERFORMANCE (CONTINUED)

Property, plant and equipment comprises of land and buildings located in remote areas of Far North Queensland, Cape York Peninsula and Torres Strait, including Retail Stores, employee houses and improved and vacant land.

The department comprehensively re-valued the majority of its properties, excluding the Retail Stores, during 2012–13. The relatively large revaluation surplus recognised in the financial statements relates mainly to a number of assets brought onto the department’s books at the machinery-of-government changes in 2012 at nominal value.

LIABILITIES AND EQUITY

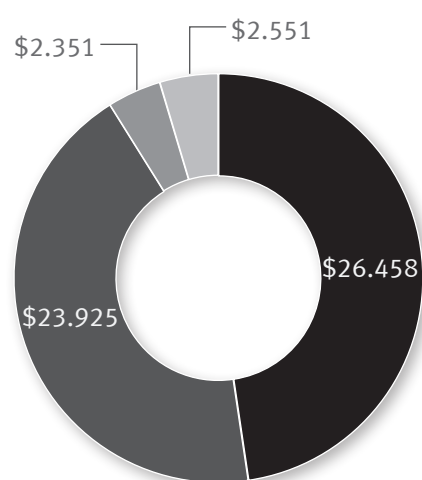
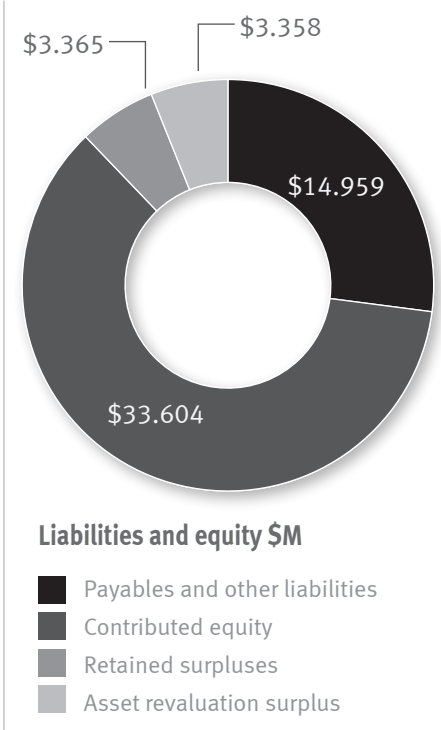
At 30 June 2013, the department had liabilities of \$15.0 million. This balance included expenditure accrued but not yet paid in relation to the Remote Indigenous Land and Infrastructure Program and other grants and accrued employee benefits.

ADMINISTERED ITEMS

The department administered the payment of \$1.8 million to the Family Responsibilities Commission in support of their Cape York Welfare Reform activities in the 12 months to 30 June 2013.

In addition, the department administered the payment of \$5.119 million to the Western Cape Communities Trust under the Western Cape Communities Co-existence Agreement.

The department also holds administered cash assets of \$0.5 million for the Aboriginal Welfare Fund.



Assets \$M

- Property, plant, equipment and intangible assets
- Cash assets
- Inventories
- Receivables

03 OUR PERFORMANCE

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OUR PERFORMANCE

THE YEAR IN REVIEW

OUTCOME

ECONOMIC INDEPENDENCE

STRATEGIC OBJECTIVE

Promote, broker and advocate for improved economic opportunities

GOVERNMENT OBJECTIVES

→ Grow a four pillar economy (tourism, resources, agriculture, construction)

WHAT WE ACHIEVED IN 2012–13

- Led the development of the whole-of-government Aboriginal and Torres Strait Islander economic participation policy.
- Brokered five industry agreements, including Memoranda of Understanding with the Queensland Farmers Federation, Agforce, Construction Skills Queensland, Leighton Contractors Pty Ltd and the Queensland Resources Council.
- Continued Cape York Welfare Reform to improve employment and business opportunities for Aboriginal people and Torres Strait Islander people through the employment of 13 people at the Hope Vale Banana Farm, 11 people at the Aurukun Sewing Centre and the construction of business precincts in Aurukun and Hope Vale.
- Invested \$3.8 million for the continuation of the Cape York Peninsula Tenure Resolution Program.
- Transferred ownership of 241,637 hectares of land to the Traditional Owners in Cape York Peninsula and supported them to enter into agreements for joint national park management, grazing and gravel extraction.
- Promoted local employment and skills development of 52 full-time equivalent staff through the operation of Retail Stores, with more than 85 per cent of Retail Store employees identifying as Aboriginal and/or Torres Strait Islander.
- Led the development of a strategic framework as a basis for shaping a new cultural diversity policy for Queensland with a focus on supporting improved economic participation and social participation for culturally diverse Queenslanders.

DATSIMA WAS RESPONSIBLE FOR TRANSFERRING OWNERSHIP OF 241,637 HECTARES OF LAND TO THE TRADITIONAL OWNERS OF CAPE YORK PENINSULA.

OUTCOME

QUALITY FRONTLINE SERVICES

GOVERNMENT OBJECTIVES

- Revitalise frontline services
- Deliver better infrastructure and planning

STRATEGIC OBJECTIVE

Promote and advocate for improved access to appropriate and responsive frontline services

WHAT WE ACHIEVED IN 2012–13

- Delivered 167 community-based initiatives through the Learning Earning Active Places (LEAP) strategy to improve education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people living in urban and regional areas.
- Provided funding of \$5.65 million to continue Cape York Welfare Reform (including the Family Responsibilities Commission) to improve education, employment, health and housing services to Aurukun, Coen, Hope Vale and Mossman Gorge.
- Implemented the Remote Service Delivery National Partnership Agreement in order to support initiatives including: funding for the Children and Family Centres on Mornington Island and in Doomadgee, and established a Training Centre at Aurukun.
- Completed and registered road plans for 13 communities to resolve tenure issues and facilitate leasing and home ownership opportunities.
- Completed survey plans for 1300 social housing lots to facilitate social housing leasing and new house construction.
- Secured \$10 million in Commonwealth funding to complete whole-of-community surveys to facilitate improved land administration practices.
- Provided funding of \$150,161 to the Closing the Gap Clearinghouse to help build the evidence base about what works to reduce Aboriginal and Torres Strait Islander disadvantage.
- Led the implementation of the Queensland Government's Language Services Policy.

- Led and monitored the implementation of the Queensland Multicultural Policy and Queensland Multicultural Action Plan to improve access to services, including the implementation of an agreed set of whole-of-government core outcomes to provide a more consistent approach to collecting and reporting data.
- Established a Queensland Settlement Committee to align services to better meet the needs of culturally diverse Queenslanders, particularly new arrivals.

STRATEGIC OBJECTIVE

Deliver quality essential retailing services and community and personal histories services

WHAT WE ACHIEVED IN 2012–13

- Continued to provide a range of quality food, drinks and variety products at a fair price in six Retail Stores operated by the department in remote Aboriginal communities, while promoting local employment, training and skills development.
- Provided \$0.94 million for the Island Industries Board (trading as the Islanders Board of Industry and Service—IBIS) to complete the construction of a new retail store on Saibai Island in the Torres Strait, which was opened in November 2012.
- Responded to more than 600 requests for community and personal history information, which supported Native Title processes and assisted clients to reconnect with their families and traditional country.

DATSIMA PROVIDED \$0.94 MILLION TO COMPLETE THE CONSTRUCTION OF A NEW RETAIL STORE ON SAIBAI ISLAND IN THE TORRES STRAIT.

OUR PERFORMANCE (CONTINUED)

OUTCOME	STRATEGIC OBJECTIVE	GOVERNMENT OBJECTIVES
CULTURALLY VIBRANT COMMUNITIES	Promote, monitor and advocate for the recognition and protection of Queensland's cultural heritage	<ul style="list-style-type: none"> → Revitalise frontline services → Deliver better infrastructure and planning

WHAT WE ACHIEVED IN 2012–13

- Facilitated cross-agency understanding of the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.
- Processed 40 new cultural heritage management plans, completed 14,000 cultural heritage search requests, and registered three cultural heritage bodies in accordance with the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.
- Contributed to the amendment of the *Animal Care and Protection Act 2001* which came into effect on 21 September 2012.
- Supported the Department of Environment and Heritage Protection in recruiting Aboriginal and Torres Strait Islander Rangers to focus on the protection of our pristine waterways, protected species and national park management.
- Developed the whole-of-government draft Aboriginal and Torres Strait Islander Cultural Capability Framework.
- Implemented the *deadly stories* campaign in urban and regional areas.
- Provided additional funding of \$0.4 million in 2012–13 for the Multicultural Queensland Partnerships Program.
- Funded the Local Area Multicultural Partnerships (LAMP) and Community Action for a Multicultural Society (CAMS) programs.
- Provided \$41,000 to support nine key events across Queensland that commemorated the 150th anniversary of the arrival of the first South Sea Islanders in Queensland.
- Facilitated the award of two scholarships to Australian South Sea Islander students, as part of the Australian South Sea Islander Scholarship Program, bringing the total number of students funded since the program's inception to 40.
- Developed and implemented the Queensland Migration Heritage Partnership initiative to build awareness of migrant experiences and the social and economic benefits cultural diversity has contributed to Queensland.
- Developed a model for a new week-long statewide program of events celebrating cultural diversity, Queensland Multicultural Week, and appointed a coordinating organisation via an open tender process.

DATSIMA PROCESSED 40 NEW CULTURAL HERITAGE MANAGEMENT PLANS AND COMPLETED 14,000 CULTURAL HERITAGE SEARCH REQUESTS.

OUTCOME	STRATEGIC OBJECTIVE	GOVERNMENT OBJECTIVES
SAFE AND RESILIENT QUEENSLANDERS	Promote and advocate for the improved safety and security of Queenslanders	<ul style="list-style-type: none"> → Revitalise frontline services → Deliver better infrastructure and planning

WHAT WE ACHIEVED IN 2012–13

- Contributed to the Queensland Child Protection Commission of Inquiry, particularly in relation to Aboriginal and Torres Strait Islander children in care.
- Assisted 13 Aboriginal and Torres Strait Islander Local Government Areas to commence the review of their Alcohol Management Plans.
- Commenced development of Aboriginal and Torres Strait Islander community-specific information resources, including details of locally-available services for 52 communities, to assist the legal profession, the judiciary, the officers of the court and the witnesses and offenders who come before the court.
- Assisted the development of community safety plans in 13 Aboriginal and Torres Strait Islander communities and allocated seed funding to support the plans.
- Provided \$34,000 to support the delivery of the 'On the Same Wave' program which provides water safety advice to culturally diverse communities and visitors to Queensland.

DATSIMA PROVIDED \$34,000 TO SUPPORT THE DELIVERY OF THE 'ON THE SAME WAVE' PROGRAM WHICH PROVIDES WATER SAFETY ADVICE TO CULTURALLY DIVERSE COMMUNITIES.

OUTCOME	STRATEGIC OBJECTIVE	GOVERNMENT OBJECTIVES
CAPABLE AND AGILE ORGANISATION	Build a capable, innovative and responsive organisation, within a tight fiscal environment	<ul style="list-style-type: none"> → Restore accountability in government

WHAT WE ACHIEVED IN 2012–13

- Developed a suite of workforce policies to ensure the department attracts, recruits and retains highly skilled and professional staff.
- Developed and implemented the Reward and Recognition Policy and awarded six staff members or workgroups with Staff Excellence Awards to recognise and reward their achievements.
- Developed employee wellbeing policies and implemented a range of initiatives to improve staff health and wellbeing.
- Developed the Planning and Performance Management Framework to improve organisational planning, performance and accountability.
- Developed and implemented an effective financial management framework that enabled the department to meet its strategic objectives and accountabilities.

DATSIMA IMPLEMENTED THE REWARD AND RECOGNITION POLICY TO RECOGNISE AND REWARD STAFF ACHIEVEMENTS.

OUR PERFORMANCE (CONTINUED)

THE YEAR AHEAD

ECONOMIC INDEPENDENCE

WHAT WE PLAN TO DELIVER:

- Finalise and commence implementation of a new cultural diversity policy.
- Facilitate the awarding of scholarships for Australian South Sea Islander students studying for an undergraduate degree in Queensland universities.
- Finalise and lead the implementation of a whole-of-government policy to increase employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.
- Address land tenure and infrastructure planning issues in discrete Aboriginal and Torres Strait Islander communities.
- Continue the Cape York Peninsula Tenure Resolution Program.
- Continue to deliver Cape York Welfare Reform.

HOW WE WILL KNOW WE HAVE BEEN SUCCESSFUL:

Economic opportunities

- Stakeholder satisfaction with the advice provided to improve the employment and business opportunities for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds.
- Broker local employment and business opportunities in all regions.

QUALITY FRONTLINE SERVICES

WHAT WE PLAN TO DELIVER:

- Finalise and commence implementation of a new cultural diversity policy.
- Consider and respond to recommendations of the Multicultural Affairs Queensland Business Model Review.
- Develop and implement a regional service delivery model for Multicultural Affairs Queensland.
- Develop a new outcomes-focused funding model for Multicultural Affairs Queensland.
- Finalise and lead the implementation of a whole-of-government Aboriginal and Torres Strait Islander Cultural Capability Framework.
- Implement targeted initiatives to improve access to culturally effective frontline services in urban and regional areas.
- Support cross-agency and inter-governmental efforts to remove the barriers to home ownership.
- Lead the development of town planning schemes for Aboriginal and Torres Strait Islander communities.
- Implement the Community Survey Program.
- Continue to provide quality food and products in our six Retail Stores.
- Continue to improve timely delivery of community and personal histories services.

HOW WE WILL KNOW WE HAVE BEEN SUCCESSFUL:

Access to services

- Stakeholder satisfaction with advice provided on the needs and interests of Queenslanders from culturally diverse backgrounds to improve access to services.
- Stakeholder satisfaction with the advice provided to improve access to culturally effective frontline services by Aboriginal and Torres Strait Islander Queenslanders.

Home ownership barriers

- Stakeholder satisfaction with advice provided to remove barriers to home ownership for Aboriginal and Torres Strait Islanders living in Queensland's remote discrete Aboriginal and Torres Strait Islander communities.

Access to social housing

- Stakeholder satisfaction with advice provided to support access to social housing for Aboriginal and Torres Strait Islanders living in Queensland's remote discrete Aboriginal and Torres Strait Islander communities.

Home ownership enablers

- Home ownership enablers completed (e.g. land tenure resolution issues).

Community and personal history requests processed

- Community and personal history requests processed within required timeframes.

CULTURALLY VIBRANT COMMUNITIES

WHAT WE PLAN TO DELIVER:

- Finalise and commence implementation of a new cultural diversity policy.
- Fund events and projects which promote cultural diversity and build community capacity.
- Administer and manage Aboriginal and Torres Strait Islander cultural heritage Acts to protect Queensland's cultural heritage.
- Partner with government and non-government providers to promote the celebration of Aboriginal and Torres Strait Islander history and cultures.

HOW WE WILL KNOW WE HAVE BEEN SUCCESSFUL:

Cultural diversity benefits

- Stakeholder satisfaction with the support provided by the department to promote the benefits of cultural diversity.

Cultural diversity grants allocated

- Cultural diversity grant funding allocated through the annual grants round.

Cultural diversity grants processed

- Grant approvals and acquittals, related to the cultural diversity grant funding, processed within required timeframes.

Cultural heritage applications processed

- Applications under the Queensland Aboriginal and Torres Strait Islander cultural heritage laws are processed within statutory timeframes.

SAFETY AND RESILIENCE

WHAT WE PLAN TO DELIVER:

- Support communities to review Alcohol Management Plans.
- Assist government and non-government organisations in progressing initiatives that support the participation of at-risk youth in employment, education and further training.
- Develop and support initiatives to reduce the over-representation of Aboriginal people and Torres Strait Islander people in the criminal justice system.
- Support water safety initiatives for culturally diverse communities and overseas visitors to Queensland.

HOW WE WILL KNOW WE HAVE BEEN SUCCESSFUL:

Community safety

- Stakeholder satisfaction with the advice provided to improve the safety of remote Aboriginal and Torres Strait Islander communities.

CAPABLE AND AGILE ORGANISATION

WHAT WE PLAN TO DELIVER:

- Develop the department's workforce management plan to ensure the department has an agile, high performing and innovative workforce to meet current and future business needs.
- Review the department's procurement policy to maximise the procurement from Aboriginal and Torres Strait Islander enterprises.
- Finalise and implement the department's Planning and Performance Management Framework to strengthen governance and accountability.
- Implement public sector reforms to enable more flexible, culturally effective and cost-efficient frontline service delivery.

HOW WE WILL KNOW WE HAVE BEEN SUCCESSFUL:

Staff development

- Staff have current achievement and capability plans.

Cultural diversity - employment

- Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds employed by the department.

Budget management

- The department's performance against budget allocation.

REGIONAL HIGHLIGHTS

- **Contributed** to the development of the draft bi-lateral Integrated Service Delivery Action Plan for the Torres Strait and Northern Peninsula Area.
- **Supported** the production of Regional Plan Community Guides.

- **Completed 93 per cent** of road network survey plans in remote discrete Aboriginal and Torres Strait Islander communities.
- **Analysed 273** Home Ownership Expressions of Interest.
- **Transferred 241,637** hectares of Aboriginal lands which included the dedication of Batavia National Park (Cape York Peninsula Aboriginal Land) and the declaration of Batavia Nature Refuge to the Batavia Traditional Owners Aboriginal Corporation.

- **Secured** a traineeship, permanent employment and holiday employment for **three** work experience program participants.
- **Partnered** with stakeholders to provide **35** students in Mackay with health checks.

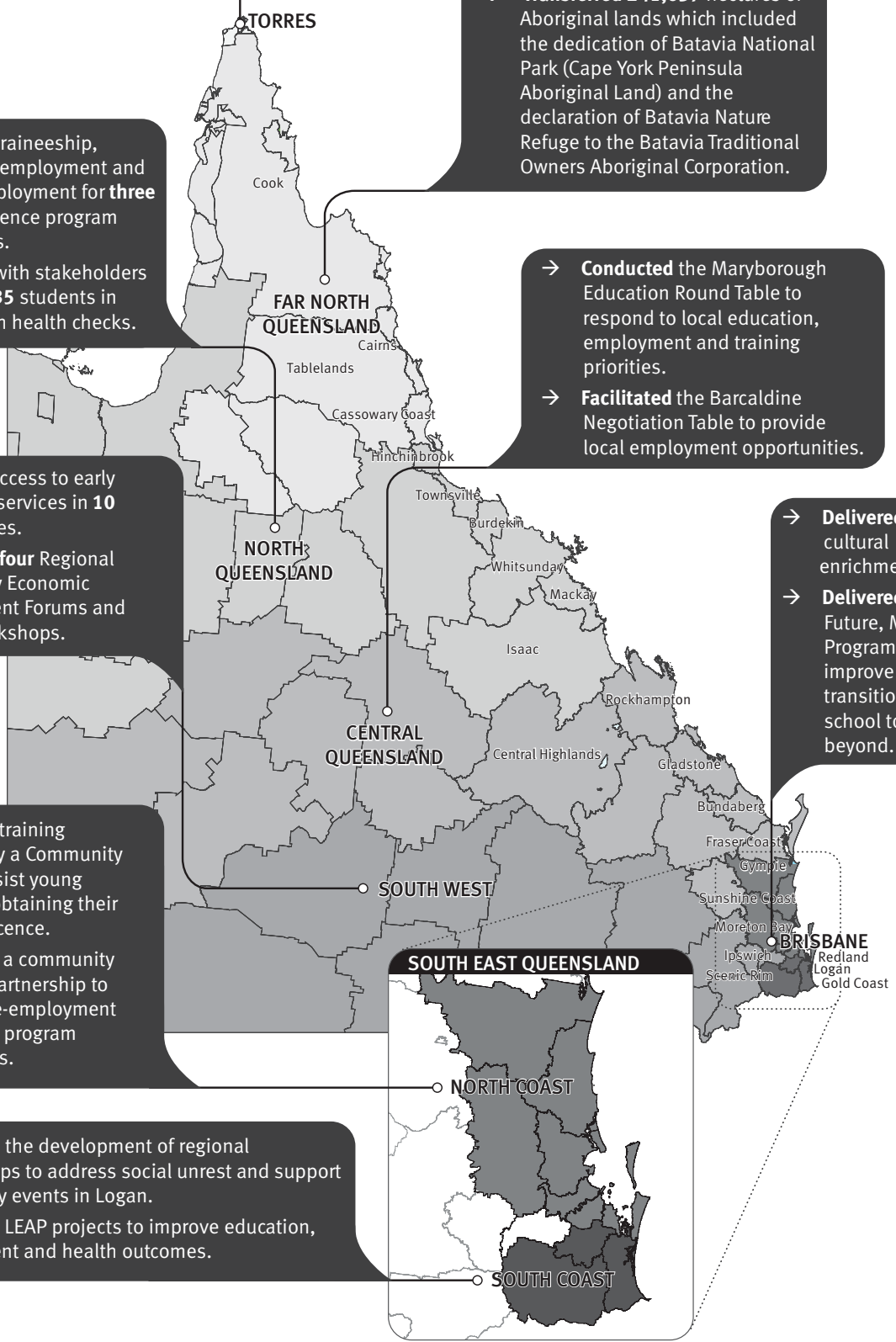
- **Conducted** the Maryborough Education Round Table to respond to local education, employment and training priorities.
- **Facilitated** the Barcardine Negotiation Table to provide local employment opportunities.

- **Improved** access to early childhood services in **10** communities.
- **Conducted four** Regional Community Economic Development Forums and Action Workshops.

- **Delivered four** cultural enrichment camps.
- **Delivered** the My Future, My Plan Program to improve students transition from school to work and beyond.

- **Supported** training sessions by a Community Elder to assist young people in obtaining their learner's licence.
- **Negotiated** a community-industry partnership to provide pre-employment training for program participants.

- **Supported** the development of regional partnerships to address social unrest and support community events in Logan.
- **Funded 20** LEAP projects to improve education, employment and health outcomes.



04 ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS

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ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS

ECONOMIC INDEPENDENCE

STRATEGIC OBJECTIVE —PROMOTE, BROKER AND ADVOCATE FOR IMPROVED ECONOMIC OPPORTUNITIES

The department has a key leadership role in promoting, brokering and advocating for improved employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders. This includes:

- developing a whole-of-government economic participation policy
- brokering agreements with industry partners to create Aboriginal and Torres Strait Islander employment opportunities
- extending Cape York Welfare Reform to improve employment and business opportunities for Aboriginal people residing in reform communities
- implementing the Cape York Peninsula Tenure Resolution Program to identify and transfer land for employment and business opportunities and nature conservation
- promoting local employment and skills development through the operation of Retail Stores and the Islanders Board of Industry and Service
- celebrating the many achievements of Aboriginal people and Torres Strait Islander people, and their communities across Queensland, through our *deadly stories* gallery.

ECONOMIC PARTICIPATION POLICY

During 2012–13, the department led the development of a draft whole-of-government Aboriginal and Torres Strait Islander economic participation policy.

A comprehensive consultation process on the draft policy commenced in June 2013 across Queensland with Aboriginal people, Torres Strait Islander people, peak bodies, industry and other levels of government.

The new policy will outline the Queensland Government's long-term vision and direction to support the economic independence of Aboriginal people and Torres Strait Islander people by increasing their involvement in Queensland's economy.

Specifically, the policy will seek to:

- increase Aboriginal and Torres Strait Islander employment participation and business development in Queensland
- enhance opportunities for Aboriginal people and Torres Strait Islander people within the key industries of the four pillar economy.

When released, the policy will outline how all Queensland Government agencies will work together, with the private, not-for-profit, community and public sectors to achieve the common goal of ensuring Aboriginal and Torres Strait Islander Queenslanders are economically independent and share in the wealth and prosperity of Queensland's growing economy.

INDUSTRY EMPLOYMENT AGREEMENTS BROKERED

Performance measure			
Number of agreements brokered with industry groups and companies			
Target	Tolerance	Actual	
4	n/a	5	✓

During 2012–13, the department negotiated five industry employment agreements with peak bodies in the resource, agriculture and construction sectors. Agreements were brokered with the Queensland Farmers' Federation, AgForce, Construction Skills Queensland, the Queensland Resources Council and Leighton Contractors Pty Ltd.

The department also worked collaboratively with other agencies and tourism peak bodies, under the Destination Q Partnership Agreement.

These agreements enhance opportunities for the economic participation of Aboriginal and Torres Strait Islander businesses and individuals in a range of industries. Action plans, currently under development, underpin these agreements by mapping out the projects that will be implemented to enhance the employment and employability of Aboriginal and Torres Strait Islander Queenslanders.

In addition to these industry-level agreements, the department also entered into both formal and informal agreements with major companies in the resource and civil construction sectors that have resulted in significant employment outcomes for Aboriginal and Torres Strait Islander candidates.

The Constructions Skills Queensland Memorandum of Understanding has resulted in an increase in the number of Aboriginal and Torres Strait Islander participation opportunities in Queensland Government infrastructure project tenders, including the Commonwealth Games Village and the Number 1 William Street projects.

The Queensland Resources Council Memorandum of Understanding has assisted in connecting resource company procurement managers and contractors with Aboriginal and Torres Strait Islander businesses that could supply the Queensland resource sector. This was achieved by conducting a number of 'Meet the Buyer' forums and networking events around Queensland.

CAPE YORK WELFARE REFORM EXTENDED

The department has a key role in leading the Queensland Government's participation in Cape York Welfare Reform, which includes overseeing the operations of the Family Responsibilities Commission.

Cape York Welfare Reform is a partnership between the Queensland and Australian Governments, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.

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

In 2012, the Queensland Government approved an additional \$5.65 million towards an extension of Cape York Welfare Reform in the 2013 calendar year. An independent

evaluation of the reform's trial period (2008–2011) was released in March 2013. The evaluation found that substantial progress had been made in restoring social norms and local Aboriginal and Torres Strait Islander authority, particularly through the Family Responsibilities Commission.

The evaluation found evidence of subtle and fundamental behaviour changes that led to improvements in money management, responsibility for children, school attendance and educational attainment, and attitudes to work.

The evaluation also revealed that people appeared to be happier and the wellbeing of the residents in the reform communities had improved—crime rates were down, infrastructure and services improved, and school attendance rose or was maintained.

The evaluation also showed a 'shift' away from welfare dependence. The challenge for the future will be to create genuine employment and business opportunities to maintain the momentum of change in the welfare reform communities.

As a result of Cape York Welfare Reform, the following employment and business opportunities were created for Aboriginal people residing in the reform communities during the year:

- 13 people started work on 12 June 2013 at the Hope Vale Banana Farm to harvest the first crop of bananas which will be purchased by Dole Australia. In addition to the people employed for the harvest, there were six people employed on an ongoing basis at the banana farm. At full operation, it is expected 40 people will be employed full-time

- one permanent part-time supervisor position, and up to 10 casual machinists, have been employed at the Aurukun Sewing Centre
- the construction of Business Precincts in Aurukun and Hope Vale.

CAPE YORK EMPLOYMENT AND BUSINESS OPPORTUNITIES

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

Areas of significant conservation are being dedicated as jointly managed national parks where tourism opportunities are being actively promoted. The state is also converting existing national parks to jointly managed national parks, with Aboriginal freehold as the underlying tenure.

Since March 2012, the Queensland Government has transferred more than 698,000 hectares of land to Aboriginal ownership, namely the Oyala Thumotang and Batavia National Parks (Cape York Peninsula Aboriginal land), and associated non-park Aboriginal freehold land at Archer Bend and Batavia.

ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CONTINUED)

Other key achievements resulting from the Cape York Peninsula Tenure Resolution Program were:

- working cooperatively with the Department of National Parks, Recreation, Sport and Racing to implement joint management of national parks and associated Aboriginal and Torres Strait Islander ranger employment and land management services including the mustering of cattle from Rinyurri (Lakefield) National Park
- facilitating the leasing of Aboriginal land at Batavia for third party grazing and gravel extraction purposes
- coordinating State and Commonwealth Indigenous land management funding programs to provide for on-the-ground employment undertaking fire and pest management programs
- investing in planning programs at Archer Bend and Batavia to identify the most effective and culturally appropriate economic development opportunities.

Return of Batavia to Traditional Owners

In a historic handover, the Traditional Owners of Batavia and the Queensland Government affirmed their partnership to protect and manage the natural and cultural resources of Batavia National Park (Cape York Peninsula Aboriginal Land) and Batavia Nature Refuge for future generations.

On 21 November 2012, the landmark transfer celebrated the return of 241,637 hectares of Aboriginal lands which included the dedication of Batavia National Park (Cape York Peninsula Aboriginal Land) and the declaration of Batavia Nature Refuge to the Batavia Traditional Owners Aboriginal Corporation.

For the Traditional Owners of this country, Batavia is a living cultural landscape—rich in traditional and contemporary significance. These protected areas include the regionally significant Embley Range on the western boundary of Batavia, the Wenlock River corridor, forests and woodlands, and sinkholes in the north-west of Batavia. The areas are also home to many threatened animal species including spotted-tailed quolls, red goshawks and palm cockatoos.

This historic hand back represents the thirteenth jointly-managed park to be created in the Cape York Peninsula region, bringing the total area of national park (Cape York Peninsula Aboriginal Land) to almost 1,309,550 hectares.

EMPLOYMENT OPPORTUNITIES THROUGH SOCIAL HOUSING

The Remote Indigenous Land and Infrastructure Program Office's Indigenous Employment and Training (IET) Team was established late in 2011. The IET team worked in partnership with remote Aboriginal and Torres Strait Islander communities to support increased employment and training opportunities arising out of the social housing construction and maintenance, and infrastructure development, which in turn underpins economic growth and independence within these communities.

The IET team also worked to support local business development through the creation and maintenance of a Community Capacity Statements for each discrete Aboriginal and Torres Strait Islander community. These statements are designed to promote and provide up-to-date information on locally available goods, services and workforce data available from local Aboriginal and Torres Strait Islander businesses for building and construction entities wishing to tender and engage in works.

Additionally, the IET team worked closely with Aboriginal and Torres Strait Islander local councils to promote and support the development of the community workforce capability so that interested councils are able to undertake either specific aspects of construction or undertake the delivery of new houses where they have the capability.

In the past year:

- there was a total of 254,203 employment hours recorded for both Aboriginal and Torres Strait Islander employees and non-Aboriginal and Torres Strait Islander employees

- 79 per cent of the 254,203 total hours worked were undertaken by Aboriginal people and Torres Strait Islander people
- when comparing June 2012 to June 2013 there was an increase of 7524 Aboriginal and Torres Strait Islander employment hours worked
- The IET team continued to progress and explore opportunities to increase Aboriginal and Torres Strait Islander participation in apprenticeships and traineeships which resulted in 41 Aboriginal and Torres Strait Islander apprentices participating in employment.

EMPLOYMENT AND TRAINING OPPORTUNITIES IN RETAIL STORES

Performance measure

Percentage of Aboriginal people and Torres Strait Islander people employed from local communities by Retail Stores

Target	Tolerance	Actual	
n/a	n/a	85%	✓

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

Our Retail Stores promote local employment, training and skills development. At 30 June 2013, the Retail Stores employed 52 full-time equivalent (FTE) staff in a range of roles. More than 85 per cent of store employees identified as Aboriginal or Torres Strait Islander.

The department invests heavily in professional industry standard training for the Retail Stores' management team and staff on an ongoing basis. A large percentage of Retail Stores' staff have undertaken nationally accredited training in retail via Certificate II, III and IV, and diploma level, as delivered by the National Retail Association. Training is ongoing to meet business requirements and staff turnover and includes specific training in food safety, forklift operations, first aid and workplace health and safety.

Further information regarding the contribution of Retail Stores to delivering quality essential retailing services, is provided on page 29 of the report.

ISLANDERS BOARD OF INDUSTRY AND SERVICE (IBIS)

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

The board partners with Queensland Health on public health strategies. These strategies target closing the health gap through improved nutrition, including ensuring access to quality fruit and vegetables, and providing consumer education campaigns and promotions aimed at stimulating healthier food and drink choices.

In 2012–13, IBIS delivered an operating surplus of \$540,000 on \$39.1 million turnover. As a not-for-profit organisation, IBIS's operating surpluses are reinvested in its capital works program for the benefit of Torres Strait and Northern Peninsula Area residents.

ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CONTINUED)

As a major local employer, IBIS employed 93 staff on a full-time equivalent basis during the 2012–13 reporting period, with more than 70 per cent of these staff identifying as Aboriginal or Torres Strait Islander.

IBIS was awarded the 2012 Queensland Reconciliation Business Award for its contributions to local employment and training.

DEADLY STORIES

The *deadly stories* campaign celebrated the many achievements of Aboriginal people and Torres Strait Islander people and their communities across Queensland. Promotional activities, regional events and our *deadly stories* gallery provided an opportunity to share challenges and triumphs, and salute the everyday success stories of Aboriginal and Torres Strait Islander Queenslanders.

To date, key elements of the campaign have included:

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

During 2012–13, the *deadly stories* campaign:

- profiled 27 successful Aboriginal and Torres Strait Islander Queenslanders
- had 56,620 visits to the *deadly stories* online gallery
- increased its Facebook ‘likes’ by 879

- had 38,047 people see its most popular Facebook ‘post’ about International Women’s Day.

In total, the stories of 207 Aboriginal and Torres Strait Islander Queenslanders are featured on the *deadly stories* gallery at www.deadlystories.qld.gov.au.

***deadly stories* breaks down stereotypes by celebrating stories of success**

Sharing stories and celebrating the many achievements of Aboriginal and Torres Strait Queenslanders is helping to break down stereotypes and create greater opportunities thanks to the *deadly stories* campaign.

As part of the Queensland Government’s Learning Earning Active Places strategy, *deadly stories* seeks to influence community perceptions towards Aboriginal people and Torres Strait Islander people by celebrating their successes, achievements, significant milestones and contributions to the Queensland community.

In 2012 and 2013, the *deadly stories* campaign adopted a strong regional focus, featuring a total of 27 participants from every region of Queensland. Through regional events, social media and the *deadly stories* online gallery, the campaign has highlighted the achievements of local men and women, businesses, employers, projects and activities from around the state.

Since the launch of the *deadly stories* campaign in 2011, more than 200 community members have shared their stories on the *deadly stories* online gallery and the Facebook page has more than 1000 likes.

OUR FUTURE PRIORITIES

- Finalise and lead the implementation of a whole-of-government policy to increase employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.
- Continue the Cape York Peninsula Tenure Resolution Program to deliver land ownership to Aboriginal people in Cape York and to provide opportunities to carry out land management, grazing and tourism and other enterprises.
- Extend the Cape York Welfare Reform trial to improve the participation of Aboriginal people and Torres Strait Islander people in the economy and in employment.
- Broker employment and business opportunities for Aboriginal people and Torres Strait Islander people in all regions across Queensland.
- Work with government agencies and other key partners in implementing the Integrated Planning and Service Delivery Action Plan to improve the employment and business opportunities, and the independence, of Aboriginal people and Torres Strait Islander people.
- Promote local employment and business opportunities for Aboriginal and Torres Strait Islander communities by supporting the Department of Environment and Heritage Protection in providing employment for Aboriginal rangers and Torres Strait Islander rangers.
- Support the Queensland Aboriginal and Torres Strait Islander Foundation Board and the Public Trustee in providing educational scholarships for Aboriginal young people and Torres Strait Islander young people.

ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CONTINUED)

QUALITY FRONTLINE SERVICES

STRATEGIC OBJECTIVE —PROMOTE AND ADVOCATE FOR IMPROVED ACCESS TO APPROPRIATE AND RESPONSIVE FRONTLINE SERVICES

The department is committed to promoting and advocating for improved access to quality education, employment, health and housing services for Aboriginal and Torres Strait Islander Queenslanders through the following key initiatives:

- the Learning Earning Active Places (LEAP) strategy in urban and regional areas
- the Remote Service Delivery National Partnership Agreement, National Partnership Agreement on Indigenous Economic Participation and the Closing the Gap Clearinghouse
- the Social Housing and Home Ownership Program
- the Government Coordination Program for Discrete Communities.

Our department was responsible for:

- establishing the Cabinet Committee on Aboriginal and Torres Strait Islander Affairs (CCATSIA) and the Senior Officers' Group on Aboriginal and Torres Strait Islander Affairs
- supporting and monitoring the government's progress in Closing the Gap on Aboriginal and Torres Strait Islander disadvantage.

ACCESS TO FRONTLINE SERVICES IMPROVED

The Learning Earning Active Places (LEAP) strategy was one of the Queensland Government's policy responses to close the education, employment and income gaps for Aboriginal and Torres Strait Islander Queenslanders living in urban and regional areas.

The LEAP strategy improved access to education, employment, health and housing opportunities for Aboriginal people and Torres Strait Islander people living in urban and regional areas by:

- continually improving frontline services and ensuring these services were culturally effective
- delivering on-the-ground community projects to respond to locally identified priorities and maximise economic participation opportunities
- promoting the successes and inspiring stories of Aboriginal and Torres Strait Islander Queenslanders through the *deadly stories* campaign.

Local action plans drove the delivery of the strategy across the state, with 167 community-based initiatives implemented in 2012–13.

During 2012–13, DATSIMA's regional offices worked in partnership with government agencies, the non-government sector and local Aboriginal and Torres Strait Islander communities to ensure government programs and services met the identified local needs and priorities of Aboriginal and Torres Strait Islander communities. Local community-based initiatives included:

- **Brisbane** – partnered with Binambi Barambah Aboriginal Corporation to provide four cultural enrichment camps for Aboriginal and Torres Strait Islander children and young people aged between eight and 16 years, to affirm their identity, sustain culture and increase community connectedness. The region also delivered the My Future, My Plan Program to increase Year 8, 9 and 10 students' retention rates and to help students develop the necessary social skills and cultural supports to transition from school to work and beyond.
- **Central Queensland** – worked with local high schools and statutory bodies to develop identification kits for Year 12 students under the 'Who You' project. Identification kits were developed for 100 Year 12 students, across nine schools, to help these students transition from school to further education or employment.

What our stakeholders said...

66.1%

were satisfied with the advice we provided to improve access to services for Aboriginal people and Torres Strait Islander people.

- **Far North Queensland** – negotiated with the Department of Justice and Attorney-General and the local cultural training centre for youth justice clients to undergo basic literacy and numeracy learning. Twelve young people have enrolled in the Willing to Learn School at the Cairns Youth Justice Service Centre.
- **North Coast** – in partnership with the Department of Education, Training and Employment, Uncle Norm Clark conducted written assessment tests with young people between the ages of 16–22 years. One hundred and four young people obtained their learner licence and 45 young people have obtained their provisional Queensland driver licence which has significantly improved their chances of obtaining future employment or training.
- **North Queensland** – established a partnership for primary health check-ups including ear, nose, throat and general health for primary schoolers. Aboriginal people and Torres Strait Islander people regularly attended the clinic.
- **South East Queensland** – negotiated with local Elders to tackle youth justice, housing and education issues. The Cooee Elders prevented 17 ‘at risk’ youth from re-entering the youth justice and child protection system, six families from becoming homeless and assisted four Aboriginal and Torres Strait Islander students to re-engage and remain at school.

- **South West Queensland** – supported the Ipswich PCYC to provide the ‘Braking the Cycle’ program. The program assisted 10 Aboriginal and Torres Strait Islander young people aged 17–25 years to gain their provisional licence. As a result of obtaining their driver licence, nine of these young people have been employed and the remaining young person is engaged in further education.

SOCIAL HOUSING SERVICES

Through the Remote Indigenous Land and Infrastructure Program Office (Program Office), the department worked on-the-ground to resolve long-standing land tenure, infrastructure planning and development issues and improve land administration capabilities in Queensland’s remote discrete Aboriginal and Torres Strait Islander communities. These activities included:

- whole-of-community surveys
- road and lot surveys
- land use planning schemes
- obtaining Native Title compliance
- developing subdivisions where new serviced lots are required
- enabling home ownership on Aboriginal and Torres Strait Islander land.

In 2012–13, the Program Office worked with all levels of government and with Aboriginal and Torres Strait Islander communities to deliver the following:

Social housing leases (accumulative totals)

- Negotiated 40-year social housing leases over 2009 lots, with a further 562 under Deed of Agreement to Lease, to enable new houses to be built or existing houses refurbished.

Community survey work undertaken (accumulative totals)

Performance measure			
Per cent completion of road network survey plans			
Target	Tolerance	Actual	
100%	10%	93%	✓

- Completed and registered 19 road plans, 18 of which were on the mainland and one in the Torres Strait.
- Commenced surveys on eight Torres Strait Island community road plans.
- Completed 2300 social housing lease surveys to facilitate social housing leasing and future home ownership opportunities.
- Commenced consultation on the Community Survey Program (whole-of-community survey).

What our stakeholders said...

63.9%

were satisfied with the advice we provided to improve access to social housing for Aboriginal people and Torres Strait Islander people.

ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CONTINUED)

Planning schemes progressed

Performance measure			
Per cent completion of Statutory Planning Policy compliant land use planning schemes			
Target	Tolerance	Actual	
75%	10%	67%	✓

- Completed the Wujal Wujal planning scheme—the first for Queensland’s remote discrete Aboriginal and Torres Strait Islander communities.
- Draft planning schemes for 11 communities were developed and submitted to the Planning Minister for notification and final approval during 2012–13.
- Two additional communities were awaiting planning scheme approval for public notification from the Planning Minister.
- The Program Office is assisting the remaining communities to progress through the development of their draft planning schemes.

Indigenous Land Use Agreements (ILUAs) developed

Performance measure			
Per cent completion of Indigenous Land Use Agreements (ILUAs)			
Target	Tolerance	Actual	
100%	10%	94%	✓

- Led Native Title negotiations resulting in the development of:
 - the Mabuiag Island and Kubin on Moa Island Indigenous Land Use Agreements (ILUAs), of which the Kubin ILUA has been registered
 - a draft agreement on the Torres Strait Islands Regional ILUA which extends over 15 island communities and includes consent for home ownership, social housing and capital works programs across agencies.

New subdivisions developed

- Worked with relevant agencies and councils to ensure 158 lots of suitably serviced land was available in order for Queensland to meet its remote housing target under the National Partnership Agreement for Remote Indigenous Housing (NPARIH) program across 14 communities.
- Provided coordinated assistance to the two non-NPARIH communities, Cherbourg and Yarrabah, to facilitate social housing.

Home ownership delivered

Performance measure			
Percentage of enablers to home ownership on Aboriginal and Torres Strait Islander land			
Target	Tolerance	Actual	
85%	10%	85%	✓

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

Barriers removed

- Received/processed 179 Home Ownership Expression of Interest assessments from across 10 discrete communities.
- Enabled the sale of existing social housing to Aboriginal and Torres Strait Islander residents in discrete communities by working in partnership with the Department of Housing and Public Works, Department of Natural Resources and Mines, Trustees, local councils and Indigenous Business Australia.

An example is the formal approval of the sale price for social housing dwellings by the Trustees for Palm Island and Yarrabah.

- Enabled the issue of 99-year leases to purchasers by resolving issues such as Native Title compliance, town planning, tenure resolution, road encroachment and lot by lot surveys.
- Worked with the Departments of Natural Resources and Mines and Housing and Public Works in collaboration to resolve long-standing issues arising from the *Aboriginal and Torres Strait Island Land Holding Act 1985* Katter Leases. This included addressing encroachments as well as situations where the person who had applied for a lease under the Act was no longer residing on the property or was deceased.

Created opportunities for home ownership on freehold land

- Assisted in creating opportunities for Hope Vale residents to pursue home ownership on freehold land, with one resident already having purchased and built her home, and a further eight residents negotiating land contracts.
- Supported the Department of Natural Resources and Mines with the release of the discussion paper on Providing Freehold Title in Aboriginal and Torres Strait Islander Communities as the first step to providing the option for ordinary, individual, freehold title in Aboriginal and Torres Strait Islander communities.

GOVERNMENT COORDINATION PROGRAM FOR DISCRETE COMMUNITIES

The Far North Queensland Region provided a coordination service to the communities of Aurukun, Hope Vale, Kowanyama, Lockhart River, Mapoon, Napranum, Pormpuraaw, Wujal Wujal, Yarrabah and the towns of Coen, Cooktown, Laura and Weipa. Government coordination is achieved through collaboration across the three levels of government, and with non-government organisations and community groups to develop and implement projects which build capacity and leadership within the local community.

During 2012–13, key achievements for the region included:

- the Annual Cooktown Jobs Expo had 29 government and non-government organisations, and 217 students from local schools in attendance
- the Western Cape Hockey and Basketball Carnival in Weipa was attended by 76 Year 5–7 students from Aurukun, Mapoon, Napranum and Weipa. The carnival addressed the lack of diversionary activities for children from the Western Cape and provided an opportunity to introduce children to the Western Cape College Residential Campus
- assisting people at the Weipa Indigenous Drivers Licensing Open Day to go through the process of obtaining official identification documentation in partnership with the Department of Justice and Attorney-General, Births Deaths and Marriages. (11 ID enquiries, nine birth certificates and one marriage certificate were issued on the day)

- holding regular community safety, interagency and service delivery meetings in all towns and communities and district level employment and training working groups in Cooktown and Weipa.

Key strategic priorities for DATSIMA in the regions of Far North Queensland, North Queensland and Central Queensland included:

- whole-of-government service integration
- continuation of Cape York Welfare Reform—including development of a future model for service delivery arrangements in remote and discrete communities
- consultation with local communities around future arrangements of Alcohol Management Plans
- development and implementation of the economic participation agenda—focused on employment and business development opportunities
- building cultural capability across government
- continuing to support the roll out of social housing under the National Partnership Agreement for Remote Indigenous Housing (NPARIH).

Cabinet Committee on Aboriginal and Torres Strait Islander Affairs

In December 2012, Cabinet endorsed the establishment of a Cabinet Committee on Aboriginal and Torres Strait Islander Affairs (CCATSIA) to drive and oversee the implementation of government priorities for Aboriginal and Torres Strait Islander Affairs and to deliver on real and sustainable outcomes for Aboriginal and Torres Strait Islander Queenslanders.

The committee comprises of Ministers with key responsibilities for achieving outcomes for Aboriginal people and Torres Strait Islander people and their communities. Its key objectives are to:

- direct and facilitate reform of Aboriginal and Torres Strait Islander policy, programs, service delivery and investment to be coherent and coordinated and based on shared responsibility across portfolios, including, where appropriate, with the Australian Government
- identify effective practice which could be replicated
- address intractable issues (those which require a concerted whole-of-government effort to bring about sustainable change) by providing leadership and direction on Aboriginal and Torres Strait Islander issues at the highest levels
- contribute to identifying cost savings and efficiencies by enhancing program coordination, eliminating policy overlap and reducing duplication of services and effort across portfolios.

The Cabinet Committee met on five occasions during 2012–13 to consider key strategic Aboriginal and Torres Strait Islander issues.

OUR FUTURE PRIORITIES

- Implement urban and regional place-based initiatives to improve access to culturally effective frontline services.
- Support cross-agency and intergovernmental efforts to remove the barriers to home ownership for Aboriginal and Torres Strait Islander Queenslanders through the implementation of the Home Ownership Expression of Interest assessment methodology.
- Address land tenure and infrastructure planning issues by identifying and resolving road encroachments, and completing road and lease surveys in the 16 discrete Aboriginal and Torres Strait Islander local government areas.
- Assist in resolving tenure uncertainty resulting from the *Aboriginal and Torres Strait Islander Land Holding Act 2013*.
- Support the implementation of the social housing program in discrete communities.
- Finalise and lead the implementation of a whole-of-government Aboriginal and Torres Strait Islander Cultural Capability Framework to promote access to culturally effective service delivery and to build staff cultural competencies.
- Partner with government agencies to provide practical assistance to Aboriginal and Torres Strait Islander Queenslanders experiencing homelessness, or at risk of becoming homeless.
- Monitor and support whole-of-government efforts in implementing strategies and National Partnership Agreement commitments in areas, including: housing, early childhood development and building the evidence-base through the Indigenous Clearinghouse.
- Implement the Remote Service Delivery National Partnership Agreement and coordinate government agencies' contribution to the implementation of the agreement.

STRATEGIC OBJECTIVE —DELIVER QUALITY ESSENTIAL RETAILING SERVICES AND COMMUNITY AND PERSONAL HISTORIES SERVICES

The department delivers quality essential retailing services and community and personal histories services to Aboriginal people and Torres Strait Islander people in Queensland.

QUALITY RETAILING SERVICES DELIVERED

DATSIMA's Retail Stores, located in six Aboriginal and Torres Strait Islander communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda, aim to:

- provide a quality range of food, drinks and variety products at a fair price
- be financially viable and sustainable stores operating at industry standards with a sense of community ownership
- provide industry standard retailing facilities which maximise use of technology and compliance with legislation and regulatory standards
- ensure store layout and product range are conducive to choosing foods and drinks needed for a healthy lifestyle
- promote local employment, training and skills development.

In 2012–13, a 'supplier to store' freight model was implemented to improve customer service levels and deliver significant benefits.

These benefits included more competitive freight costs, reduced delivery times (from up to two weeks to two days), as well as enhanced shelf life and quality of fruit and vegetables by the removal of double handling.

In 2012–13, Retail Stores had a turnover in excess of \$26.1 million. The stores are operated on a group model with all trading surpluses generated being reinvested in store infrastructure and operating requirements.

The Queensland Government is reviewing the future ownership model for Retail Stores to ensure the best possible outcomes can be achieved for customers and communities into the future.

Further information regarding Retail Stores' contribution to providing local employment, is provided on page 21.

QUALITY COMMUNITY AND PERSONAL HISTORIES SERVICES DELIVERED

The department provides Aboriginal people and Torres Strait Islander people with quality community and personal histories services in accordance with the Royal Commission into Aboriginal Deaths in Custody and the Bringing them Home Reports' recommendations.

As a result of government controls exercised over all aspects of the lives of Aboriginal people and Torres Strait Islander people from the late 19th century to the mid-20th century—referred to as the protection era—community and personal history records are often the only source of information available regarding Aboriginal and Torres Strait Islander families.

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

In 2012–13, the department responded to almost 720 requests for community and personal history information, which supported Native Title processes and assisted Aboriginal and Torres Strait Islander Queenslanders in reconnecting with their families and traditional country.

OUR FUTURE PRIORITIES

- Continue to provide quality food and products in six Retail Stores.
- Continue to improve timely delivery of community and personal histories services.

ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (CONTINUED)

CULTURALLY VIBRANT COMMUNITIES

STRATEGIC OBJECTIVE —PROMOTE, MONITOR AND ADVOCATE FOR THE RECOGNITION AND PROTECTION OF QUEENSLAND’S CULTURAL HERITAGE

The department has an important role in promoting, monitoring and advocating for the recognition and protection of Queensland’s Aboriginal and Torres Strait Islander cultural heritage. It was able to achieve this through the following initiatives:

- administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* in order to preserve and protect Aboriginal and Torres Strait Islander cultural heritage
- supporting the implementation of the *Animal Care and Protection Act 2001* to ensure that acceptable methods of hunting and transporting turtles and dugongs are implemented
- leading the development of a whole-of-government Aboriginal and Torres Strait Islander Cultural Capability Framework to build a public service that provides efficient, effective and responsive services for Aboriginal people and Torres Strait Islander people.

Aboriginal and Torres Strait Islander cultural heritage managed

Performance measure

Percentage of responses to cultural heritage database search requests processed within 20 business days

Target	Tolerance	Actual	
100%	n/a	100%	✓

The department is committed to the preservation and protection of Aboriginal and Torres Strait Islander cultural heritage. It achieved this by:

- administering the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*
- maintaining the Aboriginal and Torres Strait Islander cultural heritage database and register, as required by the legislation.

The legislation recognises Aboriginal people and Torres Strait Islander people as the primary guardians, keepers and knowledge holders of Aboriginal and Torres Strait Islander cultural heritage. Any person carrying out an activity in Queensland has a responsibility to assess the potential impacts of the activity on Aboriginal and Torres Strait Islander cultural heritage.

During 2012–13, as administrator of the legislation, the department:

- processed 40 new cultural heritage management plans for major projects requiring an environmental impact statement
- registered three cultural heritage bodies bringing the total area of registered cultural heritage bodies covering the state to approximately 29 per cent
- completed more than 14,000 cultural heritage search requests within the customer service timeframe of 20 business days
- undertook 174 mapping updates to Aboriginal Party areas and 215 updates to the Indigenous Land Use Agreement areas
- entered 1506 additional sites onto the cultural heritage database.

Protecting our cultural heritage

The department’s Cultural Heritage Unit plays an integral role in the protection of Aboriginal and Torres Strait Islander cultural heritage.

It administers the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* which provides effective recognition, protection and conservation of Aboriginal and Torres Strait Islander cultural heritage in Queensland.

Cultural heritage is defined as any significant area or object that represents Aboriginal or Torres Strait Islander traditions and customs.

Queensland’s cultural heritage legislation recognises Traditional Owners as the primary guardians, keepers and knowledge holders of Aboriginal and Torres Strait Islander cultural heritage, and establishes a cultural heritage duty of care which requires all land users to ensure their activity does not harm cultural heritage.

This enables land users to assess the risk of harm to cultural heritage without the need for government approval and encourages direct engagement with Traditional Owners to manage cultural heritage.

Cultural heritage, and its protection, is important to everyone and it can easily be destroyed. With this in mind, it is the responsibility of all Queenslanders to help protect it for past, present and future generations.

Animal care and protection provided

DATSIMA has worked with the Departments of Agriculture, Fisheries and Forestry and Environment and Heritage Protection to engage with Aboriginal and Torres Strait Islander communities regarding amendments to the *Animal Care and Protection Act 2001*, which came into effect on 21 September 2012.

These amendments include the requirement that animals be killed in a way that causes as little pain as is reasonable.

The Queensland and Australian Governments have worked cooperatively with Aboriginal and Torres Strait Islander communities to develop voluntary arrangements for the management of hunting for turtles and dugong.

By 30 June 2013, 14 community-based turtle and dugong management plans were in place, covering 95 per cent of Torres Strait Islander sea country.

Hope Vale and Lockhart River communities developed their own plans for sustainable dugong and turtle management. Many other communities in the Great Barrier Reef area also voluntarily developed their own local management plans to either cease hunting altogether or to modify existing practices.

Aboriginal and Torres Strait Islander Cultural Capability Framework

The department, in conjunction with the Queensland Public Service Commission (QPSC), is leading the development of a whole-of-government Aboriginal and Torres Strait Islander Cultural Capability Framework.

The framework's aim is to build a public service in Queensland which provides efficient, effective and responsive services to Aboriginal people and Torres Strait Islander people by ensuring Aboriginal and Torres Strait Islander cultural considerations become an inherent part of core business for all Queensland Government agencies.

During 2012–13, an Agency Leaders Group was established, comprising high-level representatives from each Queensland Government department, to provide leadership in the development of the whole-of-government Aboriginal and Torres Strait Islander Cultural Capability Framework.

The group also provided support to other government agencies in relation to cultural awareness, cultural capability and engagement.

OUR FUTURE PRIORITIES

- Administer and manage the Aboriginal and Torres Strait Islander cultural heritage Acts to protect Queensland's cultural heritage.
- Promote awareness and understanding of Aboriginal and Torres Strait Islander cultural heritage legislation.
- Partner with government and non-government service providers to promote the celebration of Aboriginal and Torres Strait Islander history, cultures and achievements.

SAFE AND RESILIENT QUEENSLANDERS

STRATEGIC OBJECTIVE —PROMOTE AND ADVOCATE FOR THE IMPROVED SAFETY AND SECURITY OF QUEENSLANDERS

The department has a significant role in promoting and advocating for the improved safety and security of Queenslanders. This was achieved by:

- leading the review of Alcohol Management Plans in consultation with communities, where requested
- coordinating Community Safety Plans
- developing Aboriginal and Torres Strait Islander community-specific resources to assist the judiciary and officers of the courts.

ALCOHOL MANAGEMENT PLAN REVIEW

During the 2012 Queensland state election, the Queensland Government committed to reviewing Alcohol Management Plans (AMPs) in Aboriginal and Torres Strait Islander communities. The review commenced in October 2012 and is community-led and driven. It enables communities to develop community proposals about the future of alcohol management in their communities.

The review's paramount consideration is the safety of community residents, particularly women and children. It also focuses on efforts to improve school attendance and reduce child protection issues in communities.

The review has no timeframe to enable communities to participate at their own pace. However, 13 of the 15 Aboriginal and Torres Strait Islander local councils with AMPs commenced developing their community proposals in 2012–13.

Where invited, the department provided support to the communities to develop their proposals including providing additional data, attending community meetings and assisting with community surveys. Twenty-three submissions from members of the public and key stakeholders have been received by the department.

The Queensland Government will consider all community proposals to determine whether to develop transition plans for those communities wishing to move away from their AMP or develop alternative strategies to further reduce alcohol-related harm for those communities who wish to retain their alcohol restrictions.

A whole-of-government Interagency Steering Committee was established to oversee the Review including officers from: the Department of Justice and Attorney-General, the Queensland Police Service, Queensland Health, the Department of Communities, Child Safety and Disability Services, Queensland Treasury and Trade, and the Department of the Premier and Cabinet.

COMMUNITY SAFETY PLANS DEVELOPED

Community safety plans are developed annually and outline practical local actions to improve community safety, improve school attendance and support communities to become stronger and more resilient.

Thirteen communities finalised or drafted their community safety plans by 30 June 2013: Wujal Wujal, Hope Vale, Mapoon, Napranum, Lockhart River, Kowanyama, Coen, Aurukun, Mornington Island, Doomadgee, Yarrabah, Pormpuraaw and Woorabinda.

Actions contained in the plans included: repairing street lighting, night patrols, strategies to reduce domestic violence and juvenile crime, community campaigns to promote a 'Kid Friendly Community' and local Youth Action Plans, and developing and implementing a 'no school no play' policy.

Each community safety plan was developed and will be monitored by local groups, many of which included representatives from councils, community justice groups, men's and women's groups, local police and school principals.

What our stakeholders said...

61.9%

were satisfied with the advice we provided to improve community safety in Aboriginal and Torres Strait Islander communities.

Community safety plan grants were allocated to communities to support actions under the plans. The funding comprised of:

- \$7500 for communities participating in the Remote Service Delivery National Partnership Agreement (Mossman Gorge, Coen, Doomadgee, Mornington Island, Aurukun and Hope Vale)
- \$10,000 (\$2500 to prepare the community safety plan and \$7500 to support actions) for all other communities (non-remote service delivery communities).

COMMUNITY-SPECIFIC JUSTICE RESOURCES DEVELOPED

During 2012–13, departmental officers worked with the Indigenous Justice Issues Committee, which comprised of judges from the Queensland Supreme and District Courts, magistrates of the Queensland Magistrates Court and judges of the Federal and Family Courts, to develop resources, including service listings, to assist the courts and legal practitioners in understanding the circumstances of and in dealing with Aboriginal people and Torres Strait Islander people who come before the courts. This project was supported by the National Judicial College of Australia.

The process for obtaining community endorsement of these resources, conducted by staff in DATSIMA's regional offices, was underway by June 2013. Once community endorsement is obtained, these resources will be made available online.

CHILD PROTECTION INQUIRY

The Queensland Child Protection Commission of Inquiry was established on 1 July 2012 by

the Queensland Government to review Queensland's child protection system. In 2012, senior departmental officers appeared as witnesses at hearings undertaken by the Commission of Inquiry.

The Commission of Inquiry released its report—Taking Responsibility: A Roadmap for Queensland Child Protection—on 1 July 2013, with 121 recommendations including a number designed to reduce the level of Aboriginal and Torres Strait Islander over-representation in the child protection system.

During 2013–14 and beyond, the department will contribute to the development and implementation of a whole-of-government response to the Commission of Inquiry's recommendations pertaining to Aboriginal and Torres Strait Islander children.

CLOSING THE GAP

The department continued its work to ensure Aboriginal and Torres Strait Islander Queenslanders have the same opportunities and life outcomes as non-Indigenous Queenslanders.

To help meet Closing the Gap targets, Queensland is a signatory to a range of Aboriginal and Torres Strait Islander-specific and mainstream National Partnership Agreements in areas such as early childhood development, remote service delivery, economic participation (until 30 June 2013) and remote Aboriginal and Torres Strait Islander housing and health (until 30 June 2013).

The department played a central role in supporting and monitoring activities and outcomes arising from the Aboriginal and Torres Strait Islander-specific National Partnership Agreements. All seven Aboriginal and Torres Strait Islander

specific National Partnership Agreements have progressed well. Several of these agreements were completed at 30 June 2013 and others are on track to be completed in coming years.

OUR FUTURE PRIORITIES

- Support communities to review Alcohol Management Plans, and where requested, develop plans and strategies with each community to manage alcohol misuse and reduce alcohol-related harm.
- Support government agencies in implementing the Queensland Government's response to the recommendations arising from the Queensland Child Protection Commission of Inquiry.
- Contribute to the implementation of a whole-of-government response to the Queensland Child Protection Commission of Inquiry's recommendations pertaining to Aboriginal and Torres Strait Islander children.
- Develop and support initiatives to reduce the over-representation of Aboriginal people and Torres Strait Islander people in the criminal justice system.
- Assist government and non-government organisations in progressing initiatives that support the participation of at-risk youth in employment, education and further training.

05 MULTICULTURAL AFFAIRS

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MULTICULTURAL AFFAIRS

QUALITY FRONTLINE SERVICES

STRATEGIC OBJECTIVE
— PROMOTE AND
ADVOCATE FOR IMPROVED
ACCESS TO APPROPRIATE
AND RESPONSIVE
FRONTLINE SERVICES

SERVICES ALIGNED TO BETTER MEET THE NEEDS OF MIGRANTS

The Queensland Settlement Committee was established in 2012 as a forum to identify, analyse and respond to high priority issues regarding the settlement of migrants in Queensland.

The committee is co-chaired by the State Director of the Department of Immigration and Citizenship and the Executive Director, Multicultural Affairs Queensland.

Membership includes the Chairs of the Local Area Coordination Committees (settlement service providers) and the Ethnic Communities Council of Queensland.

The committee's achievements included improved collaboration between the Queensland and Australian Governments, and strengthened links with funded settlement service providers to leverage improved outcomes for new arrivals. For example, more effective linkages have been established between settlement service providers and a number of regional officers from Education Queensland with a view to improving education services for new arrivals.

STRENGTHENED OUR LEADERSHIP ROLE AND REVITALISED OUR BUSINESS

In partnership with the Queensland Public Service Commission (QPSC), the department commissioned an independent comprehensive review of Multicultural Affairs Queensland's role, objectives and business model.

The review made a range of recommendations which have been considered and undertaken, including the need for:

- a strengthened whole-of-government leadership role for Multicultural Affairs Queensland
- a more effective community stakeholder engagement model
- a strengthened policy development role
- a more effective regional service delivery model
- an outcomes-focused funding model.

The department considered the recommendations and developed an action plan which paves the way for a strengthened leadership role and improved outcomes for people from culturally diverse backgrounds in Queensland.

CONSULTED WITH THE COMMUNITY AND CULTURAL DIVERSITY ROUNDTABLE

The Premier established a Cultural Diversity Roundtable (the Roundtable) comprised of key business and community leaders from a diverse range of religious and cultural backgrounds, to provide advice to government on opportunities to promote unity and respect across the state.

The Roundtable is convened by the Minister of Aboriginal and Torres Strait Islander and Multicultural Affairs and is chaired by the Assistant Minister for Multicultural Affairs. It meets bi-monthly and its members are appointed for two years.

The Roundtable first met on 30 November 2012, and subsequently met on 30 January 2013, 27 March 2013 and 29 May 2013.

The Roundtable provided advice to inform the Queensland Government's new cultural diversity policy and a new outcomes-focused funding model for Multicultural Affairs Queensland.

The Roundtable was consulted regarding the inaugural Queensland Multicultural Week and provided invaluable advice to help ensure its success.

Members are not remunerated for participation nor reimbursed for expenditure incurred to attend meetings. This highlights the generosity of the members, for which the department and the Queensland Government is appreciative.

What our stakeholders said...

73.3%

were satisfied with the advice we provided to improve access to services for people from culturally diverse backgrounds.

DEVELOPMENT OF A NEW CULTURAL DIVERSITY POLICY

The Queensland Government is developing a new cultural diversity policy, delivering on a commitment to support the economic independence and social participation of culturally diverse communities across Queensland.

The department listened to community views to ensure the new policy is responsive to genuine community needs and is aligned with the government's policy priorities.

OUR FUTURE PRIORITIES

- Finalise and commence implementation of a new cultural diversity policy.
- Develop and implement a regional service delivery model.
- Develop a new outcomes-focused funding model for Multicultural Affairs Queensland.

MULTICULTURAL AFFAIRS (CONTINUED)

CULTURALLY VIBRANT COMMUNITIES

STRATEGIC OBJECTIVE
— PROMOTE, MONITOR
AND ADVOCATE FOR
THE RECOGNITION
AND PROTECTION OF
QUEENSLAND'S CULTURAL
HERITAGE

CULTURAL DIVERSITY GRANTS ALLOCATED

Performance measure

Number of Multicultural Queensland Partnerships Program (MQPP) grants allocated through the annual grants round

Target	Tolerance	Actual	
60	20%	130	✓

Performance measure

Percentage of grant approvals and acquittals, related to the MQPP annual grants initiative, processed within required timeframes

Target	Tolerance	Actual	
80%	5%	100%	✓

MULTICULTURAL QUEENSLAND PARTNERSHIPS PROGRAM DELIVERED

In 2012–13, the department supported a wide range of community events and projects which strengthened Queenslanders' understanding of the benefits of cultural diversity. The department approved total funding of \$0.65 million for 128 organisations

to deliver 134 multicultural events and community projects within the 2013 calendar year across Queensland.

In response to strong community interest in celebrating Queensland's inaugural Multicultural Week, the department approved \$88,000 in funding for 22 diverse cultural events associated with the week.

The department also provided \$41,000 in funding for nine events and projects to commemorate the 150th anniversary for the arrival of South Sea Islanders to Queensland.

In June 2013, a new funding program called the Valuing Diversity Grants Program was announced. With the introduction of two new funding categories—signature events and culturally diverse events—this program will build on the economic benefits of Queensland's rich cultural diversity and promote community cohesion, acceptance and respect for diverse cultures.

Australian South Sea Islanders commemorate 150 years

The year 2013 marks the 150th anniversary of the arrival of the first South Sea Islander labourers to Queensland. This represents a major milestone for their descendants, today's Australian South Sea Islanders and for the rest of Queensland.

Initially arriving on 17 August 1863, more than 50,000 people were brought to Australia from more than 80 South Sea Islands (primarily Vanuatu and the Solomon Islands) as indentured labourers for the primary industries from 1863 to 1904.¹

In the early 1900s, many South Sea Islanders were deported under the White Australia Policy, with the Australian-born descendants of the approximately 2500 people who remained² becoming a distinct and unique cultural group known as Australian South Sea Islanders.

Despite hardship, discrimination and disadvantage, Australian South Sea Islanders have played a major role in the economic, cultural and regional development of Queensland.

This 150th anniversary year is an opportunity for all Queenslanders to celebrate Australian South Sea Islanders' unique culture and the valuable contributions they have made and continue to make to our great state.

Multicultural Affairs Queensland worked closely with the Australian South Sea Islander community to ensure the 150th anniversary was supported and promoted throughout Queensland.

¹ Human Rights and Equal Opportunity Commission. *A Call for Recognition: A report on the situation on Australian South Sea Islanders*. December 1992. Page 73.

² Mercer, P., 1995. *White Australia Defied: A Centennial History of Pacific Islander Settlement in North Queensland*. Townsville: James Cook University. Page 99.

QUEENSLAND'S DIVERSITY OF CULTURES CELEBRATED

Queensland Multicultural Week is a new, statewide celebration of the cultures, flavours, colours and traditions that make up Queensland's community.

The week will acknowledge cultural diversity's importance and value to Queenslanders and the state's economy and growth. Queensland will celebrate its inaugural Queensland Multicultural Week from Saturday 31 August to Sunday 8 September 2013.

Following an open tender process, the department appointed Brisbane Multicultural Arts Centre (BEMAC) to manage the inaugural Queensland Multicultural Week program on behalf of the Queensland Government.

Queensland Multicultural Week will feature community events across Queensland (many funded through the department's 2012–13 Multicultural Queensland Partnerships Program grants round). A special program of events will be coordinated by BEMAC including: a regional concert series, the Queensland Multicultural Awards ceremony and the first citizenship ceremony to be held at the new Queensland Multicultural Centre at Kangaroo Point, Brisbane.

The public nomination process for the Queensland Multicultural Awards attracted more than 100 nominations across 10 award categories for individuals and organisations that promote and support cultural diversity in Queensland.

QUEENSLAND MIGRATION HERITAGE PARTNERSHIP INITIATIVE DELIVERED

The Queensland Migration Heritage Partnership is a collaborative initiative between the Departments of Aboriginal and Torres Strait Islander and Multicultural Affairs, and Environment and Heritage Protection, the Queensland Museum, Queensland State Archives and the State Library of Queensland.

The initiative promotes education about Queensland's diverse cultural heritage and aims to increase awareness of migrant and refugee experiences and contributions to Queensland.

The Queensland Migration Heritage Hub website was launched in November 2012. Through the Hub, Queensland communities connected with Queensland's rich migration history and each other by exploring historical records and photographs, reading historical essays and perusing virtual exhibitions.

The Hub, at www.qldmigrationheritage.com.au, is interactive and enables Queenslanders to share their own stories of migration and settlement.

REGIONAL SERVICES DELIVERED

Local Area Multicultural Partnerships

Through the Local Area Multicultural Partnerships (LAMP) program, the department worked with local councils to promote cultural and social inclusion at the community level. This program supported local government to increase cultural competence within its workforces, and ensured its core business reflected the cultural diversity of the local region. LAMP workers delivered cultural awareness training to councils and external organisations to highlight some of the challenges experienced by culturally diverse communities.

Each local council was required to match funding provided by the Queensland Government. The program funded 13 LAMP workers located at 13 local councils across Queensland.

Highlights for 2012–13 included:

- The LAMP worker in the Gladstone Regional Council worked with the council's Community Relations team to provide bi-monthly multicultural updates to increase media coverage through the council publication, Links and Council Connections (circulation of 35,000).

What our stakeholders said...

66.7%

were satisfied with our promotion of cultural diversity across Queensland.

MULTICULTURAL AFFAIRS (CONTINUED)

- In September 2012, the LAMP worker at the Cairns Regional Council helped deliver 10 events as a part of International Peace Week attended by more than 5600 members of the public, including a live broadcast of the Youth Peace Concert.
- The LAMP worker at the Cairns Regional Council also developed and launched 'The Guide for International Students'. The guide is being used extensively to help attract overseas students to Cairns.
- The LAMP worker at the Townsville City Council developed a DVD on culturally diverse community preparedness for cyclones, which won an award for best short documentary at the Queensland MultiMedia Awards 2012.
- The LAMP worker at the Toowoomba Regional Council coordinated the 7th Iconic Toowoomba Languages and Cultures Festival, One World Many Faces, in August 2012. The festival was attended by an estimated 15,000 people.
- The LAMP worker at the Lockyer Valley Regional Council developed the Living Books program to increase understanding of the journey of new arrivals to the Lockyer Valley community.

Community Action for a Multicultural Society

The Community Action for a Multicultural Society (CAMS) program funds community-based organisations to employ workers to undertake community development and support activities that benefit people from culturally diverse backgrounds.

In 2012–13, the department provided \$1.418 million to 16 organisations to employ 19 multicultural workers across Queensland.

Highlights for 2012–13 included:

- The statewide worker based at the Multicultural Development Association developed a private-public partnership Youth Employment Forum to provide greater awareness of the opportunities and challenges young people from refugee backgrounds face when looking for work. Out of the 75 young people who attended the November 2012 workshop, 16 secured work after attending the forum.
- The Australian South Sea Islander CAMS worker based at the Mackay Regional Council provided assistance in Cairns, Innisfail, Townsville and Rockhampton to support activities marking the 150th anniversary of the arrival of the first South Sea Islanders in Queensland.

- The CAMS worker in Toowoomba drove the regional community FM multicultural radio program and facilitated workshops with people from migrant and refugee backgrounds on employment, parenting and rights in relationships. This CAMS program was awarded the Toowoomba 2012 Community Business Excellence Award.
- The CAMS worker based at the Kenalwyn Bundaberg and District Neighbourhood Centre assisted 48 culturally diverse community members in response to ex-tropical cyclone Oswald that devastated Bundaberg in January 2013.
- In May 2013, the statewide Pacific Islander worker based at Multilink successfully organised the 'Songs of Peace' event. This event brought together around 400 Pacific Islanders, Aboriginal people and Torres Strait Islanders to promote peace and harmony in Logan.

AUSTRALIAN SOUTH SEA ISLANDER 150TH ANNIVERSARY AND SCHOLARSHIP PROGRAM DELIVERED

Australian South Sea Islander community

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

150th anniversary year

The year 2013 marks the 150th anniversary of the arrival of the first South Sea Islanders in Queensland. This is a very significant milestone for the Australian South Sea Islander community which has made, and continues to make, a valuable contribution to Queensland.

The department supported a number of initiatives in recognition of the anniversary.

Highlights for 2012–13 included:

- Dedicating part of the department's website to promote community group and government agency events commemorating the 150th anniversary.
- Providing \$41,000, under the 2012–13 Multicultural Queensland Partnerships Program, to support nine events and projects across Queensland to commemorate the anniversary.
- Providing \$9000 to support the Vanuatu Rugby League's tour of Queensland.
- Including specific awards, recognising the work for and within the Australian South Sea Islander community, as part of the 2013 Queensland Multicultural Awards being celebrated in 2013–14.
- Developing a commemorative stamped envelope for national distribution in collaboration with Australia Post.

Scholarship support

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

In 2012–13, the foundation provided two new scholarships to Australian South Sea Islander students enrolled in undergraduate degrees at participating Queensland universities, bringing the total number of scholarships awarded to 40.

OUR FUTURE PRIORITIES

- Provide funding for events and projects which strengthen understanding of the benefits of cultural diversity, promote community cohesion and build community capacity to address emerging needs and to access services.
- Develop a new outcomes-based funding model for initiatives that build community capacity, encourage participation and further strengthen community understanding of the benefits of cultural diversity.
- Work with local community organisations and other key partners to promote cultural diversity and build community capacity.
- Establish and promote Queensland Multicultural Week.

SAFE AND RESILIENT QUEENSLANDERS

STRATEGIC OBJECTIVE
— PROMOTE AND ADVOCATE
FOR THE IMPROVED
SAFETY AND SECURITY OF
QUEENSLANDERS

WATER SAFETY PROGRAM

The Queensland Government continued to promote water and surf safety messages among culturally diverse Queenslanders and visitors by committing \$67,000 in 2012–13 to Surf Life Saving Queensland for a water safety program.

The beach is a place of importance in the life of many Queenslanders. The beach is also a place of risk, with treacherous surf and dangerous marine creatures posing a threat, especially to inexperienced beachgoers including new migrants, refugees, international students and tourists.

The water safety program ‘On the Same Wave’ addressed this risk by providing potentially lifesaving information about water safety to people from culturally diverse backgrounds in their primary language. The program also promoted social inclusion, opening volunteering pathways for people from diverse backgrounds into one of Queensland’s largest volunteer-based community service organisations.

The program distributed water and surf safety messages in 29 languages to help address the over-representation of culturally diverse groups in state and national drowning figures. Target groups for this initiative included international visitors, migrants and refugees.

The program covered the importance of learning to swim, identifying warning signs, rips and currents, sun safety, being safe around inland waterways, and the all-important ‘swim between the flags’ message. In late 2013, it will also include the promotion of a multilingual version of Surf Life Saving Australia’s Beachsafe smartphone app to be launched in September.

In the first half of 2012–13, the initiative delivered 28 community presentations, 45 classroom information sessions and 24 on-water sessions to almost 7000 participants from target groups. The initiative also provided international visitors with important water and surf safety information promoting positive outcomes for Queensland’s tourism industry.

Funding comprised \$34,000 from the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs and \$33,000 from the Department of Tourism, Major Events, Small Business and the Commonwealth Games.

OUR FUTURE PRIORITIES

→ Facilitate and promote water safety initiatives for new arrivals and visitors to Queensland.

06 OUR PEOPLE AND OUR CORPORATE GOVERNANCE

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OUR PEOPLE AND OUR CORPORATE GOVERNANCE

CAPABLE AND AGILE ORGANISATION

STRATEGIC OBJECTIVE — BUILD A CAPABLE, INNOVATIVE AND RESPONSIVE ORGANISATION, WITHIN A TIGHT FISCAL ENVIRONMENT

The department is committed to building a capable, innovative and responsive organisation in order to deliver client-focused and efficient Aboriginal and Torres Strait Islander services and Multicultural Affairs services. To achieve this, we have focused our efforts on our people and our corporate governance.

OUR PEOPLE

Over the past year, the department continued to build and sustain a diverse workforce to ensure it was able to deliver its strategic objectives, and to position the department for the future. The department implemented strategies to attract and select the best talent, and more importantly, to retain its quality staff.

Workforce planning and staff retention

During 2012–13, the department developed the following corporate strategy and procedure to attract and retain a skilled and capable workforce:

- an Employee Wellbeing Strategy aimed at creating a workplace environment which encourages and supports the health and wellbeing of employees. A range of initiatives that align with the strategy were also implemented,

including: the appointment of an Employee Assistance Program (EAP) provider, securing Private Health Insurance Corporate Membership with Bupa and Medibank, and the provision of a flu vaccination program available to all staff

- an Employee Induction Policy and Procedure and accompanying resources to ensure new employees are provided with the necessary information, facilities, resources, encouragement and support.

Reward and recognition

During 2012–13, the department developed and implemented a Reward and Recognition strategy comprising the policy, procedure and inaugural, annual DATSIMA Staff Excellence Awards to:

- acknowledge the outstanding contributions made by individual employees and teams
- encourage a culture that recognises innovation, flexibility and continuous improvement
- provide a consistent and transparent process and opportunity to recognise regional, program and corporate staff contributions to the department.

Public Service Medal Winner – Kathy Frankland

In January this year, Kathy Frankland—Manager of the Community and Personal Histories Unit—was awarded a Public Service Medal for her ongoing commitment to Aboriginal and Torres Strait Islander Queenslanders for more than two decades.

The Community and Personal Histories Unit provides essential support to Aboriginal and Torres Strait Islander Queenslanders to help them find their connections to family and traditional country.

This is incredibly important as an Aboriginal or Torres Strait Islander's community and personal history provides a sense of identity, location and geographical belonging, cultural and family networks as well as connections and relationships to their community.

For more than 20 years, Kathy has led and been a member of the unit which has helped trace family histories, assisted with Native Title research, located evidence for redress applicants, and provided evidence of births, marriages and deaths required for civil purposes.

In receiving a Public Service Medal, Kathy's work to help Aboriginal and Torres Strait Islander Queenslanders has been recognised at the highest level and highlights a career-long focus on meeting the needs and entitlements of Aboriginal and Torres Strait Islander Queenslanders to access Queensland Government information about themselves and their community.

In April 2013, the department held the inaugural DATSIMA Staff Excellence Awards ceremony recognising and rewarding staff excellence across four award categories:

- Our people
- Leadership
- Performance, accountability and innovation
- Cultural capability.

Learning and development

During 2012–13, DATSIMA employees attended or participated in training programs on 292 occasions, including programs on Aboriginal and Torres Strait Islander cultural capability, ethical decision-making, project management, procurement, records management and financial services.

During the year, one employee was sponsored by the agency to participate in the Public Service Management Program, offered by the Queensland University of Technology, and six employees attended the Practical People Management Program, sponsored by the Queensland Public Service Commission (QPSC).

Staff engagement

The department has a Staff Engagement Network (the network) in place to drive the effective implementation of key initiatives which support the achievement of the department's strategic objectives.

The network, chaired by a senior officer, comprised staff from a diverse range of classification levels from across the department who have been invited to nominate for membership on the network.

Cultural heritage awareness training—building our knowledge

A key part of each person's development and training within the department, and for that matter, the Public Service, is to undertake cultural heritage and awareness training at some point in their careers.

During 2012–13, the first group of Queensland Government employees from the Department of Agriculture, Fisheries and Forestry joined their DATSIMA colleagues on a cultural heritage awareness training course in central Queensland.

One training initiative conducted by the Central Queensland Regional Cultural Heritage Coordinator, Greg Health, in conjunction with Traditional Owners, enabled staff to visit sacred sites including rock art, burial sites and keeping places. This provided staff with an understanding of what the past meant to the Traditional Owners of the area.

The five-day cultural heritage awareness training course is designed to develop a deeper understanding and build greater respect for this ancient, living Aboriginal culture.

The course enables attendees to gain a better understanding of how the past influences the daily lives of Aboriginal people and to work together to achieve mutually beneficial outcomes.

From time to time, the membership of the network changes to reflect the technical expertise and other requirements needed for each initiative.

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

Pulse survey

In April 2013, the Queensland Public Service Commission (QPSC) conducted a public sector-wide Values Pulse Survey to identify the existing and preferred culture within the Queensland Public Service. A total of 117 (36.79 per cent) DATSIMA employees responded to the survey compared to an overall total of 16,957 (7.35 per cent) employees from across the public sector.

OUR PEOPLE AND OUR CORPORATE GOVERNANCE (CONTINUED)

A number of the themes that emerged from the overall public sector Values Pulse Survey responses were consistent with several findings and recommendations of the Commission of Audit, such as the need to reduce unnecessary layers of management and cumbersome decision-making processes, increase flexibility in decisions and actions, and increase innovation in processes and service delivery. DATSIMA is using the findings of the Values Pulse Survey and the upcoming Employee Opinion Survey findings to further embed renewal initiatives across the agency to ensure service delivery outcomes are enhanced and improved.

Workforce profile

Of the 369 staff employed by the department, 280 (76 per cent) are permanent, 62 (17 per cent) are temporary, 20 (five per cent) are casual and seven (two per cent) are contract staff.

These figures are inclusive of the 13 full-time equivalent positions transferred to DATSIMA in August 2012, as part of the transition of the Cape York Peninsula Tenure Resolution Program from the Department of Environment and Heritage Protection.

Separation and retention rates for the department are unable to be calculated due to the complexity of machinery-of-government changes effective 3 April 2012 and the consequential movement of staff between the different payroll systems within the department.

The breakdown of full-time equivalent (FTE) staff positions by service area is displayed in Table 1.

Service area	Number
Aboriginal and Torres Strait Islander Affairs services	220
Multicultural Affairs services	24
Corporate and Client Services (including Retail Stores, Community and Personal Histories, and Cape York Peninsula Tenure Resolution)	125
TOTAL	369

A program of redundancies was implemented across the public service during 2012–13, and this included our department. During this period, 12 employees received redundancy packages at a cost of \$1,450,553 and separated from the department by October 2012. Two employees who did not accept an offer of a redundancy were successfully redeployed to permanent positions in other government departments. There were no DATSIMA employees requiring a retrenchment package.

Workforce diversity

Performance measure			
Percentage of Aboriginal people and Torres Strait Islander people employed by DATSIMA (excluding Retail Stores)			
Target	Tolerance	Actual	
25%	n/a	25.9%	✓

Performance measure			
Percentage of people from culturally diverse backgrounds employed by DATSIMA			
Target	Tolerance	Actual	
9%	n/a	9.4%	✓

The department is committed to increasing the participation of Aboriginal people, Torres Strait Islander people, people from culturally diverse backgrounds, women and people with a disability in the public service.

As at 30 June 2013, 25.9 per cent of DATSIMA employees identified as Aboriginal or Torres Strait Islander, compared with 2.2 per cent of the public service overall. In addition, 9.4 per cent of DATSIMA employees identified as being from a culturally diverse background, which is comparable to the public service as a whole.

Approximately 62.6 per cent of our workforce comprised women, with 35.7 per cent of senior management positions in the department held by women.

Finally, 3.3 per cent of DATSIMA employees identified as having a disability, which is slightly under the public service average of 4.2 per cent.

CORPORATE GOVERNANCE

During 2012–13, the department continued to strengthen its corporate governance—that is, the way in which the department is controlled and governed in order to achieve its strategic objectives.

Governance and decision-making bodies

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

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

The DATSIMA Board, Retail Stores Board and other departmental committees were a significant component of the department's corporate governance structure.

DATSIMA Board

The department is managed by the DATSIMA Board, chaired by the Director-General and consists of 14 members representing the department's branches and regions.

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

Further detail on the profiles of the senior executives, members of the DATSIMA Board as at 30 June 2013, is outlined in Appendix 3 on page 102.

Executive Leadership Team

The Executive Leadership Team is a management team comprising central office senior executives and a senior regional representative. This team met weekly during 2012–13 to discuss key issues, share information from other meetings and provide updates on major projects.

Audit and Risk Committee

The primary role of the Audit and Risk Committee is to provide independent advice and assurance to the Director-General on the department's risk, control and compliance frameworks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the *Financial Accountability Act 2009*, *Financial Accountability Regulation 2009* and the *Financial and Performance Management Standard 2009*.

Budget Review Committee

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

- collaborated on the department's information and communication technology (ICT) and capital property to support the department's service delivery functions
- recommended issues to be raised at the Portfolio Budget Review Committee, which was established for the Minister to consider matters such as resourcing, financial or budgetary implications across the portfolio on a regular basis.

Health, Safety and Wellbeing Sub-Committee

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

Retail Stores Board

The function of the Retail Stores Board is to take responsibility for:

- the implementation of an effective governance structure for managing Retail Stores
- the feasibility, business plan and achievement of outcomes for Retail Stores
- the approval of significant capital project proposals (for example in excess of \$100,000)
- reporting on Retail Stores business operations and other issues to those responsible at a high level, such as the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs.

Further details regarding the membership of the DATSIMA Board, Retail Stores Board and other departmental committees are outlined in Appendix 4 on page 105.

OUR PEOPLE AND OUR CORPORATE GOVERNANCE (CONTINUED)

STATUTORY AUTHORITIES

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

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

Further information on these statutory authorities is outlined in Appendix 5 on page 111.

GOVERNMENT BOARDS AND COMMITTEES

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

- Australian South Sea Islander Board of Advice
- Cape York Welfare Reform Advisory Board
- Family Responsibilities Board
- Remote Indigenous Land and Infrastructure Program Office Board.

Further information about these boards and committees is outlined in Appendix 6 on page 112.

PUBLIC SECTOR RENEWAL PROGRAM

Red Tape Reduction Project

A component of the overarching Public Sector Renewal Program, the Red Tape Reduction Project refers to the Queensland Government's commitment to reduce red tape by 20 per cent across the public sector.

DATSIMA contributed to achieving this target by updating existing administrative arrangements to provide DATSIMA with the necessary delegations to affect the transfer of land under the Cape York Peninsula Tenure Resolution Program (CYPTRP).

The CYPTRP is a program which facilitates the transfer of land on Cape York Peninsula under the *Aboriginal Land Act 1991* and the *Land Act 1994*. To deliver this program it was necessary to exercise powers (including accessing and using databases containing tenure-related information) under the above Acts.

In June 2013, the department's proposal to amend the Administrative Arrangements was adopted, providing the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs the powers to administer certain provisions under the above Acts. These changes made the process of implementing and affecting the transfer of land to Aboriginal Traditional Owners faster and more efficient.

DATSIMA was also leading negotiations with Native Title holders and the Torres Strait Islands Regional Council for a regional Indigenous Land Use Agreement (ILUA) in the Torres Strait. The ILUA will cover the delivery of new housing, home ownership and a wide range of infrastructure developments, along with a cultural heritage process. When finalised, the ILUA will apply to all state agencies and 15 islands within the Torres Strait Islands Regional Council Local Government Area. This will reduce red tape and costs associated with negotiating a new ILUA for each new project.

CORPORATE PLANNING AND PERFORMANCE

Over the past year, significant progress has been made in further refining and successfully implementing the corporate planning, performance measurement and reporting mechanisms to ensure the department meets its legislative requirements and achieves its strategic objectives. For example, the department ensured the effective implementation of its strategic direction through the development of a department-wide operational plan, and related branch and regional business unit plans. Performance against the departmental operational plan was monitored by the DATSIMA Board through a quarterly traffic light report which included corrective actions to be taken for programs or projects that were not on track.

During 2012–13, the department developed its Planning and Performance Management Framework which identifies the essential elements for driving policy, program and service delivery improvements to create value for clients and stakeholders.

The key elements of the framework are: planning, measuring performance and internal reporting, and external reporting. The framework has a strong focus on driving innovation and business improvements by drawing on contemporary best practice in strategic management including outcomes reporting and the integration of planning, measurement and reporting processes.

Through the implementation of this framework, the department is well positioned to realise the following benefits:

- ability to demonstrate how it creates value for our clients and stakeholders
- increased productivity by setting clear strategic objectives, priorities and targets
- integrated and streamlined planning, measurement and reporting processes
- improved collection, measurement and analysis of performance information
- ability to systematically monitor and report on outcomes against the department's objectives and targets
- ability to use performance reports to effectively oversee progress against the department's strategic directions, statutory requirements and organisational improvements.

STAKEHOLDER SATISFACTION AND BUSINESS IMPROVEMENT

In March 2013, the department conducted its first stakeholder survey. The purpose of the survey was to assess stakeholder satisfaction with the services provided by the department to improve outcomes for Aboriginal people, Torres Strait Islander people and people from culturally diverse backgrounds. The survey was also used to provide information on service improvements to assist in providing better services to clients.

Overall, 65.9 per cent of stakeholders were satisfied with Aboriginal and Torres Strait Islander Affairs services and 77.3 per cent

were satisfied with Multicultural Affairs services.

PUBLIC SECTOR ETHICS

The Code of Conduct for the Queensland Public Service is based on the ethics principles and associated set of values, prescribed in 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 DATSIMA.

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

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

RISK MANAGEMENT

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

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

EXTERNAL SCRUTINY

The Auditor-General, supported by the Queensland Audit Office and in accordance with the *Auditor-General Act 2009*, conducted financial and performance audits of the department. In 2012–13, the Auditor-General:

- issued unqualified reports on the 2011–12 General Purpose Financial Statements for DATSIMA, the Family Responsibilities Commission and the 2012–13 General Purpose Financial Statements for the Island Industries Board
- assessed the controls existing over the department's major financial systems.

Further to this, opportunities to improve performance and implement recommendations made by the Auditor-General were addressed by the department through the Audit and Risk Committee.

What our stakeholders said...

65.9%

were satisfied with Aboriginal and Torres Strait Islander Affairs services and

77.3%

were satisfied with Multicultural Affairs services.

OUR PEOPLE AND OUR CORPORATE GOVERNANCE (CONTINUED)

INTERNAL AUDIT

Internal Audit and Compliance Services, Department of Communities, Child Safety and Disability Services (DCCSDS), provided independent and objective business assurance and consulting services to provide assurance to DATSIMA's Director-General and helped improve the operations of the department. In providing these services, Internal Audit and Compliance Services ensured that adequate systems were in place for the efficient operation of the department's audit function.

The Internal Audit Charter documented the functions, reporting relationships and priorities for Internal Audit and Compliance Services. The document is consistent with the relevant standards and guidelines and was endorsed by the Director-General. Internal Audit and Compliance Services has due regard to the Queensland Treasury's Audit Committee Guidelines.

The Annual Audit Plan 2012–13 was developed using a risk-based approach and endorsed by the Director-General in June 2012.

In 2012–13, Internal Audit and Compliance Services:

- conducted business assurance and operational audits of departmental functions resulting in 58 recommendations with 95 per cent of these accepted for implementation
- provided assurance over the migration of the department's payroll to a new system
- complied with the International Standards for the Professional Practice of Internal Auditing and Financial and Performance Management Standard 2009.

PROCUREMENT PLANNING

The department undertakes procurement planning on an annual basis in accordance with government policy to ensure value for money, deliver financial and non-financial benefits and to support frontline service delivery.

ASSET MANAGEMENT

Assets owned by the department include buildings, improved and unimproved vacant land as well as plant, equipment, furniture, fittings and software assets. Asset registers are maintained to manage and monitor departmental assets and annual stocktakes are undertaken to ensure asset registers are up to date. Comprehensive revaluations were undertaken during 2012–13 on the majority of property assets owned by the department, excluding the Retail Stores, which were comprehensively re-valued in 2012.

SERVICE LEVEL AGREEMENTS

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

- Memorandum of Understanding between the Department of Communities, Child Safety and Disability Services (DCCSDS) and DATSIMA for the provision of a range of Corporate Services – 1 July 2012 to 30 June 2014.
- Service Level Agreement between the Department of Science, Information Technology, Innovation and the Arts and DATSIMA for the provision of transactional human resources and financial services – 1 July 2012 to 30 June 2014.
- Service Level Agreement between the Department of Environment and Heritage Protection and DATSIMA for

the delivery of the Cape York Peninsula Tenure Resolution Program – 1 July 2013 to 30 June 2014.

- Service Level Agreement between the Department of National Parks, Recreation, Sport and Racing and DATSIMA for the delivery of the Cape York Peninsula Tenure Resolution Program – 1 July 2013 to 30 June 2014.
- Service Level Agreement between the Department of Natural Resources and Mines and DATSIMA for the delivery of the Cape York Peninsula Tenure Resolution Program – 1 July 2013 to 30 June 2014.

Performance under the service level agreements is reviewed each quarter by the parties to the respective agreements.

INFORMATION SYSTEMS AND RECORDKEEPING

DATSIMA participated as a member of the DCCSDS Information Management Steering Committee which manages all ICT-enabled business initiatives and is the primary governance body by which the department ensures it maximised the value of its business investments that have an ICT-enabled component.

DATSIMA is contributing to the Queensland Government's open data initiative by developing an Open Data Strategy for the department. The strategy sets out the range of data that DATSIMA will work to post on the whole-of-government open data website over the next 12 months. In 2012–13, DATSIMA posted sales data from its six Retail Stores, in addition to the publicly available information on DATSIMA's grants programs on the DATSIMA internet site.

ORGANISATIONAL STRUCTURE

As at 30 June 2013, our organisational structure (Figure 1 on page 52) comprised four key branches:

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

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

- **Multicultural Affairs Queensland** is responsible for whole-of-government leadership in multicultural policy and engagement with people from culturally diverse backgrounds across Queensland through the delivery of a number of policies

and programs, particularly the development of a new cultural diversity policy.

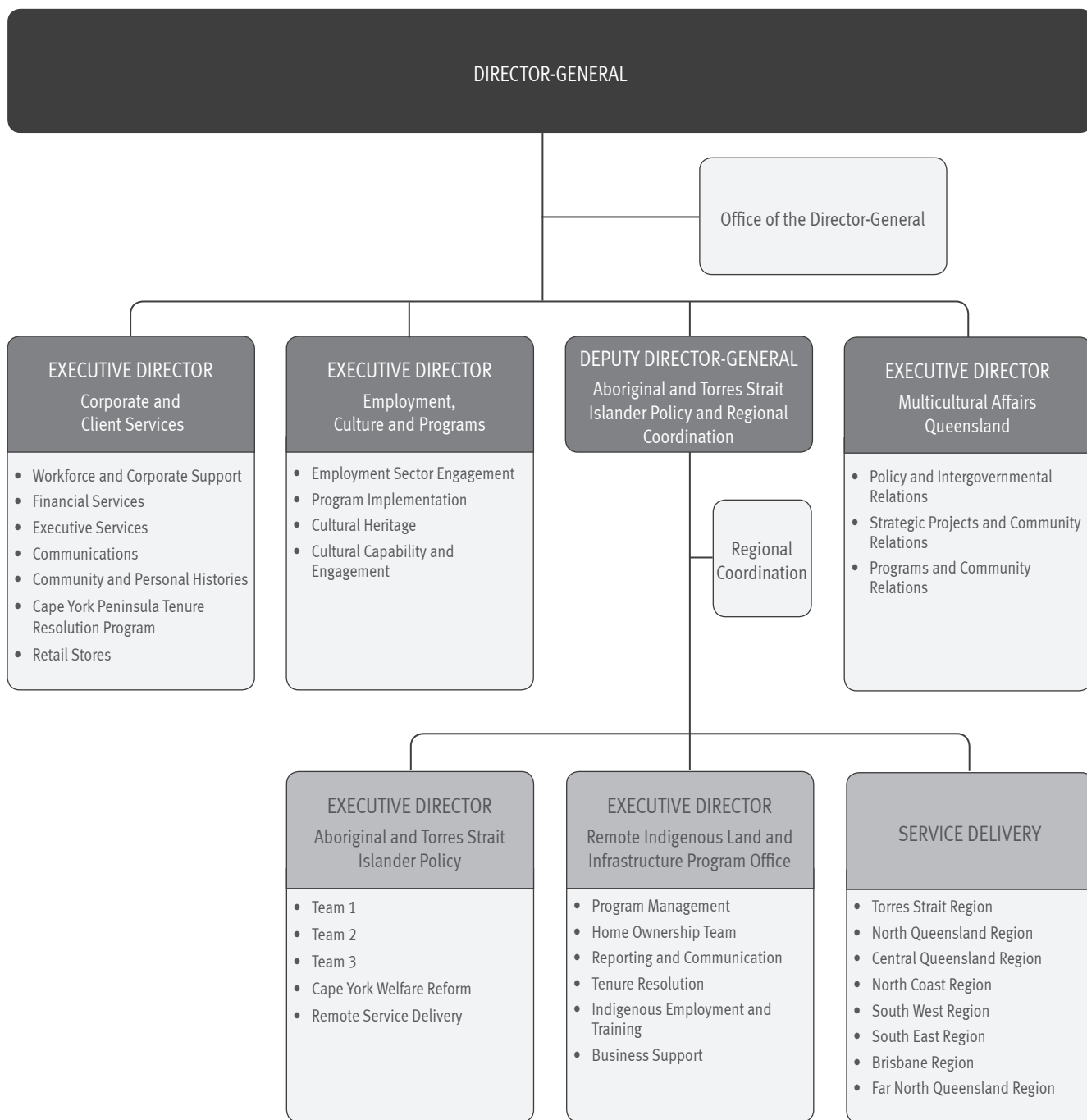
- **Corporate and Client Services** is responsible for corporate functions including governance and reporting, finance, human resources and executive services. The branch also had lead responsibility for client-based activities including management of the six Retail Stores, providing community and personal histories services, and implementing the Cape York Peninsula Tenure Resolution Program.

OUR FUTURE PRIORITIES

- Develop the department's workforce management plan to ensure the department has an agile, high performing and innovative workforce to meet current and future business needs.
- Prioritise the employment of Aboriginal people and Torres Strait Islander people by applying the Recruitment and Selection Amendment Directive 5/11, where possible.
- Review the department's procurement policy to maximise the procurement of Aboriginal and Torres Strait Islander enterprises.
- Finalise and implement the department's learning and development strategy to enhance staff capability in innovation, leadership and management and achieve improved client outcomes.
- Implement the department's reward and recognition policy to create and reward a culture of high performance, continuous improvement and quality service delivery.
- Finalise and implement the department's Aboriginal and Torres Strait Islander cultural capability strategy.
- Implement strategies to improve efficiencies by identifying wasteful expenditure and opportunities for red tape reduction.
- Strengthen governance and accountability through robust planning, risk and performance management policies and practices.
- Implement public sector reforms to enable more flexible, culturally effective and cost-efficient frontline service delivery.
- Identify and establish innovative communication channels to improve information delivery.
- Continue to post data held by the department on the whole-of-government open data website.

OUR PEOPLE AND OUR CORPORATE GOVERNANCE (CONTINUED)

Figure 1
DATSIMA ORGANISATIONAL STRUCTURE
as at 30 June 2013



07 FINANCIAL STATEMENTS

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The financial statements enable readers to assess the department's financial results for the 2012—13 financial year and its financial position as at the end of the financial year.

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

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

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

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

The head office and principal place of business is:

Level 6
Neville Bonner Building
75 William Street
Brisbane Qld 4000

For information in relation to the department's financial statements please contact:

Financial Services

Phone: 3247 0460

Email: DATSIMA-Financialservices@datsuma.qld.gov.au

Website: www.datsuma.qld.gov.au

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2013

	Note	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Income from continuing operations			
Departmental services revenue	2	54,526	17,596
Sale of goods	3	26,240	4,199
Grants and other contributions	4	38,309	6,136
Other revenue	5	554	309
Total income from continuing operations		119,629	28,240
Expenses from continuing operations			
Employee expenses	6	37,868	6,515
Supplies and services	8	17,708	3,066
Grants and subsidies	9	38,256	1,882
Depreciation and amortisation	10	1,129	197
Inventory expenses	11	18,451	2,790
Impairment losses	12	534	214
Other expenses	13	2,679	13,239
Total expenses from continuing operations		116,625	27,904
Operating result from continuing operation		3,004	336
Other comprehensive income			
Increase (decrease) in asset revaluation surplus	22	3,358	-
Total other comprehensive income		3,358	-
Total comprehensive income		6,362	336

The accompanying notes form part of these statements.

STATEMENT OF FINANCIAL POSITION

as at 30 June 2013

07

	Note	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Current assets			
Cash and cash equivalents	14	23,925	12,964
Receivables	15	2,551	9,631
Inventories	16	2,351	2,850
Other assets	17	1	69
Total current assets		28,828	25,514
Non-current assets			
Property, plant and equipment	18	26,235	25,538
Intangible assets	19	223	248
Total non-current assets		26,458	25,786
Total assets		55,286	51,300
Current liabilities			
Payables	20	13,787	15,367
Accrued employee benefits	21	1,172	1,711
Total current liabilities		14,959	17,078
Total liabilities		14,959	17,078
Net assets		40,327	34,222
Equity			
Contributed equity		33,604	33,886
Asset revaluation surplus	22	3,358	-
Accumulated surplus (deficit)		3,365	336
Total equity		40,327	34,222

The accompanying notes form part of these statements.

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2013

	Contributed equity \$'000	Asset revaluation surplus (Note 22) \$'000	Accumulated surplus/ (deficit) \$'000	Total \$'000
Balance as at 1 May 2012	-	-	-	-
Operating result from continuing operations	-	-	336	336
Total comprehensive income for the year	-	-	336	336
Transactions with owners as owners				
Net assets transferred through machinery-of-government changes	33,886	-	-	33,886
Balance as at 30 June 2012	33,886	-	336	34,222
Balance as at 1 July 2012	33,886	-	336	34,222
Operating result from continuing operations	-	-	3,004	3,004
Other comprehensive income				
Increase in asset revaluation surplus	-	3,358	-	3,358
Adjustments to accumulated surpluses	-	-	25	25
Total comprehensive income for the year	-	3,358	3,029	6,387
Transactions with owners as owners				
Assets transfers to other government departments	(282)	-	-	(282)
Balance as at 30 June 2013	33,604	3,358	3,365	40,327

The accompanying notes form part of these statements.

STATEMENT OF CASH FLOWS

for the year ended 30 June 2013

07

	Note	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Cash flows from operating activities			
Inflows:			
Departmental services receipts		43,096	16,288
Sale of goods		33,903	4,105
Grants and other contributions		37,054	4,590
GST input tax credits received from Australian Taxation Office		2,591	628
GST collected from customers		196	249
Other		386	244
Interest		144	-
Outflows:			
Employee expenses		(39,001)	(5,584)
Supplies and services		(14,170)	(3,144)
Grants and subsidies		(31,196)	(1,882)
Inventory expenses		(18,451)	(2,317)
GST paid		(3,104)	(515)
GST remitted to Australian Taxation Office		(71)	(236)
Other		(76)	(5,349)
Net cash provided by (used in) operating activities	23	11,301	7,076
Cash flow from investing activities			
Inflows:			
Sales of property, plant and equipment		(1)	38
Outflows:			
Payments for property, plant and equipment		(675)	-
Net cash provided by (used in) investing activities		(676)	38
Cash flows from financing activities			
Inflows:			
Equity injections		-	5,850
Cash transfers from 2012 machinery-of-government restructure		336	-
Net cash provided by (used in) financing activities		336	5,850
Net increase (decrease) in cash and cash equivalents		10,961	12,964
Cash and cash equivalents at beginning of financial year		12,964	-
Cash and cash equivalents at end of financial year		23,925	12,964

For non-cash financing and investing activities, refer to note 24. The accompanying notes form part of these statements.

STATEMENT OF COMPREHENSIVE INCOME BY MAJOR DEPARTMENTAL SERVICES

for the year ended 30 June 2013

	Aboriginal and Torres Strait Islander Services	Multicultural Services	Total
	2013	2013	2013
	\$'000	\$'000	\$'000
Income from continuing operations*			
Departmental services revenue	48,602	5,924	54,526
Sale of goods	26,240	-	26,240
Grants and other contributions	38,279	30	38,309
Other revenue	542	12	554
Total income from continuing operations	113,663	5,966	119,629
Expenses from continuing operations*	-		
Employee expenses	35,092	2,776	37,868
Supplies and services	17,581	127	17,708
Grants and subsidies	35,210	3,046	38,256
Depreciation and amortisation	1,123	6	1,129
Inventory expenses	18,451	-	18,451
Impairment losses	534	-	534
Other expenses	2,679	-	2,679
Total expenses from continuing operations	110,670	5,955	116,625
Operating result from continuing operations	2,992	12	3,004
Other comprehensive income			
Increase (decrease) in asset revaluation surplus	3,358	-	3,358
Total other comprehensive income	3,358	-	3,358
Total comprehensive income	6,350	12	6,362
*Allocation of income and expenses to corporate services			
Income	-	-	-
Expenses	3,981	-	3,981

STATEMENT OF COMPREHENSIVE INCOME BY MAJOR DEPARTMENTAL SERVICES

for the year ended 30 June 2012

07

	Aboriginal and Torres Strait Islander Services	Multicultural Services	Total
	1 May 2012 to 30 June 2012	1 May 2012 to 30 June 2012	1 May 2012 to 30 June 2012
	\$'000	\$'000	\$'000
Income from continuing operations			
Departmental services revenue	16,293	1,303	17,596
Sale of goods	4,199	-	4,199
Grants and other contributions	6,136	-	6,136
Other revenue	309	-	309
Total income from continuing operations	26,937	1,303	28,240
Expenses from continuing operations			
Employee expenses	6,024	491	6,515
Supplies and services	2,986	81	3,067
Grants and subsidies	1,287	595	1,882
Depreciation and amortisation	197	-	197
Inventory expenses	2,790	-	2,790
Impairment losses	214	-	214
Other expenses	13,239	-	13,239
Total expenses from continuing operations	26,738	1,166	27,904
Operating result from continuing operations	199	137	336
Other comprehensive income			
Increase (decrease) in asset revaluation surplus	-	-	-
Total other comprehensive income	-	-	-
Total comprehensive income	199	137	336

STATEMENT OF ASSETS AND LIABILITIES BY MAJOR DEPARTMENTAL SERVICES

as at 30 June 2013

	Aboriginal and Torres Strait Islander Services 2013 \$'000	Multicultural Services 2013 \$'000	Total 2013 \$'000
Current assets			
Cash and cash equivalents	23,925	-	23,925
Receivables	2,396	155	2,551
Inventories	2,351	-	2,351
Other assets	1	-	1
Total current assets	28,673	155	28,828
Non-current assets			
Property, plant and equipment	26,213	22	26,235
Intangible assets	223	-	223
Total non-current assets	26,436	22	26,458
Total assets	55,108	178	55,286
Current liabilities			
Payables	13,739	48	13,787
Accrued employee benefits	1,018	154	1,172
Total current liabilities	14,757	202	14,959
Total liabilities	14,757	202	14,959

STATEMENT OF ASSETS AND LIABILITIES BY MAJOR DEPARTMENTAL SERVICES

as at 30 June 2012

07

	Aboriginal and Torres Strait Islander Services	Multicultural Services	Total
	1 May 2012 to 30 June 2012	1 May 2012 to 30 June 2012	1 May 2012 to 30 June 2012
	\$'000	\$'000	\$'000
Current assets			
Cash and cash equivalents	12,964	-	12,964
Receivables	9,631	-	9,631
Inventories	2,850	-	2,850
Other assets	69	-	69
Total current assets	25,514	-	25,514
Non-current assets			
Property, plant and equipment	25,538	-	25,538
Intangible assets	248	-	248
Total non-current assets	25,786	-	25,786
Total assets	51,300	-	51,300
Current liabilities			
Payables	15,367	-	15,367
Accrued employee benefits	1,711	-	1,711
Total current liabilities	17,078	-	17,078
Total liabilities	17,078	-	17,078

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 30 June 2013

OBJECTIVES AND PRINCIPAL ACTIVITIES OF THE DEPARTMENT

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

The department is funded for the departmental services it delivers principally by parliamentary appropriations.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Statement of compliance

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

The financial statements are general purpose financial statements and have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Queensland Treasury and Trade Minimum Reporting Requirements for the year ending 30 June 2013, and other authoritative pronouncements.

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

b) The reporting entity

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

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

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

c) Administered transactions and balances

The department administers, but does not control, certain resources on behalf of the government. In doing so, it has responsibility and is accountable

for administering related transactions and items, but does not have the discretion to deploy the resources for the achievement of the department's objectives.

Administered transactions and balances are disclosed in notes 28 and 29. These transactions and balances are not material in comparison to the department's overall financial performance/ financial position.

d) Departmental services revenue/administered revenue

Appropriations provided under the *Appropriation Act 2012* are recognised as revenue when received. Appropriation revenue is recorded as a receivable if amounts are not received at the end of the financial year.

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

e) Sale of goods

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

f) Grants and other contributions

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

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

g) Cash and cash equivalents

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

h) Receivables

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

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

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

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

Refer to note 15 for further information on receivables.

i) Inventories

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

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

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

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

j) Acquisitions of assets

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

Where assets are received free of charge from another Queensland government department as a result of a machinery-of-government change or

other involuntary transfer, the acquisition cost is the gross carrying amount in the books of the transferor, immediately prior to the transfer, together with any accumulated depreciation.

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

k) Property, plant and equipment

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

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

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

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

Land improvements undertaken by the department are included with buildings.

l) Depreciation of property, plant and equipment

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

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

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

**l) Depreciation of property, plant and equipment
(continued)**

Where assets have separately identifiable components that are subject to regular replacement, these components are assigned useful lives distinct from the asset to which they relate and are depreciated accordingly.

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

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

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

Class	Rate %
Buildings	1.5 – 3.5
Plant and equipment	6.7 – 50

m) Revaluations of property, plant and equipment

Land and buildings are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment* and Queensland Treasury and Trade's *Non-Current Asset Policies for the Queensland Public Sector*.

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

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

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

Included in land and buildings are the following:

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

(i) Residential Properties

In 2012–13, the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs engaged the State Valuation Service (SVS) to perform a comprehensive valuation on all but two of its properties (excluding the Retail Stores). The remaining two, due to their remoteness and the extremely high cost of undertaking the valuations, were valued using indices provided by SVS, which indicated no movement in property values. This is consistent with the indices provided for Retail Stores properties for the same property type in the same location for the current year.

All residential buildings were valued at fair value in accordance with Accounting Standard AASB116 *Revaluation of Non-Current Assets*. Residential buildings were valued at market value where there was an active and liquid market available to determine the value of the asset. Where there was not an active and liquid market available to determine the fair value of each asset, the fair value was deemed to be its depreciated replacement cost.

Retail Stores properties were comprehensively revalued in March 2012 and indices were provided by SVS for 30 June 2013. These indicated no material change in the value of these properties since March 2012.

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

There is not an active market for departmentally-owned buildings on DOGIT land. The State Valuation Service (SVS) is engaged to provide independent valuations every five years and indices for the intervening years using depreciated replacement cost approach based on cost per unit of service potential of the most appropriate modern replacement facility adjusted for any differences in future service potential of the asset being valued. The latest independent valuation by SVS for these buildings was in March 2012 for Retail Stores, with an effective date of 30 June 2012 and May 2013 with an effective date of 30 June 2013, for the remainder of the department's properties. Land is valued at a nominal value of \$1 per parcel as land is held in trust for the local community.

m) Revaluations of property, plant and equipment (continued)

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

n) Impairment of non-current physical and intangible assets

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

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

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

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

o) Leases

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

p) Financial instruments

Recognition

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

Classification

Financial instruments are classified and measured as follows:

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

All other disclosures relating to the measurement and financial risk management of financial instruments held by the department are included in note 27.

q) Intangible assets and amortisation

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

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

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

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

Internally generated software

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

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

q) *Intangible assets and amortisation (continued)*

Amortisation

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

Class	Rate %
Software – internally generated	10

r) **Payables**

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

s) **Employee benefits**

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

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

Wages and salaries

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

Annual leave

The Queensland Government's Annual Leave Central Scheme (ALCS) covers departments, commercialised business units and shared service providers. Under this scheme, a levy is made on the department to cover the cost of employees' annual

leave (including leave loading and on-costs). The levies are expensed in the period in which they are payable. Amounts paid to employees for annual leave are claimed from the scheme quarterly in arrears.

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

Sick leave

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

Superannuation

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

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

Long service leave

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

s) *Employee benefits (continued)*

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

Key executive management personnel and remuneration

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

t) **Contributed equity**

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

u) **Insurance**

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

v) **Taxation**

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

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

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

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

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

w) **Major departmental services**

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

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

Providing whole-of-government leadership in cultural diversity policy and engagement with people from culturally and linguistically diverse backgrounds.

x) **Allocation of income and expenses to corporate services**

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

y) **Issuance of financial statements**

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

z) **Comparative information and rounding**

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

z) *Comparative information and rounding
(continued)*

The prior year comparative figures reflects the reporting period 1 May 2012 to 30 June 2012 as a result of the machinery-of-government changes.

As a result of the Public Service Departmental Arrangements Notices, the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs was created on 3 April 2012 from the former Department of Communities. Functions transferred from the former Department of Communities included:

- Multicultural Affairs Queensland
- Aboriginal and Torres Strait Islander Services.

In addition, the Notices also resulted in the following transfer of functions to the department:

From the former Department of Environment and Resource Management:

- Indigenous Cultural Heritage Coordination.

From the Public Service Commission:

- Project 2800.

aa) **Accounting estimates and judgements**

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

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

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

The Australian Government passed its *Clean Energy Act* in November 2011 which resulted in the introduction of a price on carbon emissions made by Australian businesses from 1 July 2012.

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

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

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

ab) **New and revised accounting standards**

The department did not voluntarily change any of its accounting policies during 2012–13. Australian Accounting Standard changes applicable for the first time for 2012–13 have had minimal effect on the department's financial statements, as explained below.

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

ab) *New and revised accounting standards (continued)*

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

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

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

The revised AASB 119 includes changed criteria for accounting for employee benefits as ‘short-term employee benefits’. However, as the department is a member of the Queensland Government central schemes for annual leave and long service leave, this change in criteria has no impact on the department’s financial statements as the employer liability is held by the central scheme. The revised

AASB 119 also includes changed requirements for the measurement of employer liabilities/assets arising from defined benefit plans, and the measurement and presentation of changes in such liabilities/assets. The department makes employer superannuation contributions only to the QSuper defined benefit plan, and the corresponding QSuper employer benefit obligation is held by the state. Therefore, those changes to AASB 119 will have no impact on the department.

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

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

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

ab) *New and revised accounting standards
(continued)*

The following new and revised standards apply as from reporting periods beginning on or after 1 January 2014:

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

Since the department at this stage has no joint ventures, interests in other entities and consolidation of financial statements there will be no impact on the department.

AASB 9 *Financial Instruments* (December 2010) and AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 and 1038 and Interpretations 2, 5, 10, 12, 19 and 127] become effective from reporting periods beginning on or after 1 January 2015. The main impacts of these standards on the department are that they will change the requirements for the classification, measurement and disclosures associated with the department's financial assets.

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

The most significant impact of the new measurement requirements on the department is that the 'held to maturity' investment will need to be measured at fair value. In addition, that investment will no longer be classified as 'held to maturity'. The department currently has no 'held to maturity' investment and is not expected to at the date of initial application of AASB 9.

The department has commenced reviewing the measurement of its financial assets against the new AASB 9 classification and measurement requirements. However, as the classification of financial assets at the date of initial application of AASB 9 will depend on the facts and circumstances existing at that date, the department's conclusions will not be confirmed until closer to that time. At this stage, and assuming no change in the types of transactions the department enters into, it is not expected that any of the department's financial assets will meet the criteria in AASB 9 to be measured at amortised cost. Therefore, as from the 2015—16 financial statements, all of the department's financial assets are expected to be required to be measured at fair value, and classified accordingly (instead of the measurement classifications presently used in notes 1(p) and 27). The same classification will be used for net gains/losses recognised in the Statement of Comprehensive Income in respect of those financial assets. In the case of the department's current receivables, as they are short-term in nature, the carrying amount is expected to be a reasonable approximation of fair value.

The department will not need to restate comparative figures for financial instruments on adopting AASB 9 as from 2015—16. However, changed disclosure requirements will apply from that time. A number of one-off disclosures will be required in the 2015—16 financial statements to explain the impact of adopting AASB 9. Assuming no change in the types of financial instruments that the department enters into, there will be no material impact on the department.

*ab) New and revised accounting standards
(continued)*

AASB 1055 *Budgetary Reporting* applies from reporting periods beginning on or after 1 July 2014. From that date, based on what is currently published in the Queensland Government's Budgetary Service Delivery Statements, this means the department will need to include in these financial statements the original budgeted statements for the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, and Statement of Cash Flows. These budgeted statements will need to be presented consistently with the corresponding (actuals) financial statements, and will be accompanied by explanations of major variances between the actual amounts and the corresponding budgeted financial statement.

In addition, based on what is currently published in the Queensland Government's Service Delivery Statements, the department will need to include in these financial statements the original budgeted information for major classes of administered income and expenses, and major classes of administered assets and liabilities. This budgeted information will need to be presented consistently with the corresponding (actuals) administered information, and will be accompanied by explanations of major variances between the actual amounts and the corresponding budgeted financial information.

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
2. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND		
Reconciliation of payments from consolidated fund to departmental services revenue recognised in statement of comprehensive income		
Budgeted departmental services appropriation	52,768	-
Transfers from/to other departments - redistribution of public business	-	20,584
Transfer to administered revenue, refer to note 29	(3,205)	-
Lapsed departmental services appropriation	(6,467)	(4,296)
Total departmental services receipts	43,096	16,288
Opening balance of departmental services revenue receivable	(1,308)	-
Closing balance of departmental services revenue receivable	-	1,308
Opening balance of departmental services revenue payable	12,738	-
Departmental services revenue recognised in Statement of Comprehensive Income	54,526	17,596
3. SALE OF GOODS		
Sale of goods - Retail Stores	26,153	4,199
Rental income	87	-
Total	26,240	4,199
4. GRANTS AND OTHER CONTRIBUTIONS		
Grants	1,170	107
Goods and services received at below fair value	1,500	268
Contributions from other government agencies	35,639	5,761
Total	38,309	6,136

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
5. OTHER REVENUE		
Interest	134	33
Grant refunds	136	50
Expenditure recoveries	14	66
Other	270	160
Total	554	309
6. EMPLOYEE EXPENSES		
Employee benefits		
Wages and salaries	27,907	4,969
Employer superannuation contributions*	3,400	511
Annual leave levy*	2,859	495
Long service leave levy*	597	100
Other employee benefits	1,143	22
	35,906	6,097
Employee related expenses		
Payroll tax	1,553	261
Workers' compensation premium	182	38
Other employee related expenses	227	117
	1,962	417
Total	37,868	6,515

* Refer to note 1(s).

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

	2013	1 May 2012 to 30 June 2012
Number of employees	370	381

7. KEY EXECUTIVE MANAGEMENT PERSONNEL AND REMUNERATION

(a) Key executive management personnel

Accountability for the department's operations under the *Financial Accountability Act 2009* resides solely with the Director-General as the Accountable Officer. The Director-General is the Chair of the Executive Leadership Team and the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs Board (the Board) and all decisions made by the Board are considered to be the decisions of the Accountable Officer, and are binding. Key executive management of the department has been defined as the Executive Leadership Team (membership of which is set out in the table below). The Executive Leadership Team includes those positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2012–13. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Responsibilities	Current incumbents	
		Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Director-General	Responsible for the efficient, effective and economic administration of the department.	CEO / s92 <i>Public Service Act 2008</i>	Temporary assignment from 3 April 2012 to 31 October 2012. Appointed 1 November 2012.
Deputy Director-General, Aboriginal and Torres Strait Islander Services	The Deputy Director-General provides effective leadership in supporting the Director-General in the strategic and operational management of the department with direct responsibility for the delivery of services across the state, including 8 regions.	SES 3 High employed under the <i>Public Service Act 2008</i>	3 April 2012 (MOG is date of effect)
Executive Director - Remote Indigenous Land and Infrastructure Program Office	The Executive Director leads the Program Office, ensuring quality partnerships are developed within Indigenous communities and with all tiers of government to ensure achievement of land use outcomes.	SES 2 High employed under the <i>Public Service Act 2008</i>	3 April 2012 (MOG is date of effect)
Executive Director - Aboriginal and Torres Strait Islander Policy	The Executive Director is responsible for coordination and leadership in whole of government efforts to reduce the gap in health, education and prosperity and quality of life outcomes for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i>	3 April 2012 (MOG is date of effect)
Acting Executive Director - Aboriginal and Torres Strait Islander Policy	The Executive Director is responsible for coordination and leadership in whole of government efforts to reduce the gap in health, education and prosperity and quality of life outcomes for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Temporary assignment from 16 February 2013

Position	Responsibilities	Current incumbents	
		Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Executive Director - Employment, Culture and Programs	The Executive Director is responsible for the administration of cultural heritage legislation and the implementation of programs that aim to improve access to education, employment, health and housing opportunities for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i>	Resigned 14 June 2013
Acting Executive Director - Employment, Culture and Programs	The Executive Director is responsible for the administration of cultural heritage legislation and the implementation of programs that aim to improve access to education, employment, health and housing opportunities for Aboriginal and Torres Strait Islander Queenslanders.	SES 2 High employed under the <i>Public Service Act 2008</i> higher duties	Temporary assignment from 3 June 2013
Executive Director - Multicultural Affairs Queensland	The Executive Director has responsibility for whole of government leadership in multicultural policy and engagement with people from culturally and linguistically diverse backgrounds across Queensland through the leadership and delivery of a number of policies and programs.	SES 2 High employed under the <i>Public Service Act 2008</i>	Resigned 15 February 2013
Acting Executive Director - Multicultural Affairs Queensland	The Executive Director has responsibility for whole of government leadership in multicultural policy and engagement with people from culturally and linguistically diverse backgrounds across Queensland through the leadership and delivery of a number of policies and programs.	SES 2 High employed under the <i>Public Service Act 2008</i>	Temporary assignment from 16 February 2013
Executive Director - Corporate and Client Services	The Executive Director has responsibility for corporate functions such as governance and reporting, finance, human resources and executive services as well as lead responsibility for client based activities such as managing retail stores, community and personal histories, and the Cape York Peninsula tenure resolution program.	SES 2 High employed under the <i>Public Service Act 2008</i>	Appointed under s122 from 17 April 2012 to 9 September 2012. Appointed 10 September 2012

7. Key executive management personnel and remuneration (continued)

(b) Remuneration

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

For the 2012–13 year, remuneration of key executive management personnel increased by 2.2 per cent in accordance with government policy.

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

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

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

The remuneration package for the Director-General includes a potential performance payment up to a maximum of 15 per cent of that position's total fixed remuneration, which equates to approximately \$45,154. Eligibility for such a performance payment is conditional on the achievement of objectives that are documented in that position's performance agreement. Eligibility to a performance payment is determined by:

- analysis by the Public Service Commission (PSC) of relevant performance data
- consultation with the Under Treasurer and the Director-General of the Department of the Premier and Cabinet
- recommendations from the PSC Chief Executive and Chair of the PSC Board
- the Premier's ultimate discretion regarding whether the incumbent will be paid a performance payment and, if so, how much.

As at the date of management certification of these financial statements, the eligibility to a performance payment to the Director-General had not yet been confirmed. With respect to the process to determine eligibility, recommendations are yet to be made by the Public Service Commission (PSC) Chief Executive and Chair of the PSC Board. The Premier's ultimate decision is expected to be made during September 2013. Therefore, any performance payment approved by the Premier will be reported as an expense in 2013–14.

7. Key executive management personnel and remuneration (continued)

1 July 2012 – 30 June 2013

Position	Short-term employee benefits		Long-term employee benefits \$'000	Post employment benefits \$'000	Termination benefits \$'000	Total remuneration \$'000
	Base \$'000	Non-monetary benefits \$'000				
Director-General	246	35	6	30	-	317
Deputy Director-General, Aboriginal and Torres Strait Islander Services	191	27	4	23	-	245
Executive Director - Remote Indigenous Land and Infrastructure Program Office	162	25	4	19	-	210
Executive Director - Aboriginal and Torres Strait Islander Policy	92	21	2	11	-	126
Acting Executive Director - Aboriginal and Torres Strait Islander Policy	67	5	2	7	-	81
Executive Director - Employment, Culture and Programs	149	33	4	18	-	204
Acting Executive Director - Employment, Culture and Programs	13	-	-	1	-	14
Executive Director - Multicultural Affairs Queensland	91	19	2	16	199	327
Acting Executive Director - Multicultural Affairs Queensland	63	14	2	6	-	85
Executive Director - Corporate and Client Services	179	3	4	19	-	205

7. Key executive management personnel and remuneration (continued)

1 May 2012 – 30 June 2012

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

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
8. SUPPLIES AND SERVICES		
Repairs and maintenance	723	91
Professional and technical fees	4,329	1,099
Operating lease rentals	3,162	611
Rates to local governments	96	24
Administration costs	2,553	250
Computer operating costs	408	99
Outsourced corporate services	3,294	164
Telecommunications	400	145
Travel	1,140	315
Marketing and public relations	212	50
Minor plant and equipment	88	35
Other	1,303	186
Total	17,708	3,069
9. GRANTS AND SUBSIDIES		
Grants - operating	11,181	1,417
Grants - capital	26,971	452
Sponsorships	104	13
Total	38,256	1,882
10. DEPRECIATION AND AMORTISATION		
Depreciation and amortisation incurred in respect of:		
Buildings	508	1
Plant and equipment	596	146
Software	25	50
Total	1,129	197
11. INVENTORY EXPENSES		
Cost of sales of inventories	18,449	2,791
Inventories write-down (reversal)	2	(1)
Total	18,451	2,790
12. IMPAIRMENT LOSSES		
Other debtors	534	214
Total	534	214

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
13. OTHER EXPENSES		
Departmental services revenue refundable	773	12,738
Donations and gifts	48	-
Insurance premiums — Queensland Government Insurance Fund*	101	7
External audit fees #	110	26
Other	2	468
Loss on disposal of non-current assets	1,645	-
Total	2,679	13,239

* Certain losses of public property are insured by the Queensland Government Insurance Fund. Where claims made in respect of these losses have yet to be assessed by the Queensland Government Insurance Fund and the amounts recoverable cannot be estimated reliably at reporting date, the claims are not disclosed. Upon notification by the Queensland Government Insurance Fund of the acceptance of the claims, revenue is recognised for the agreed settlement amount and disclosed as Other Revenue — nil for 2012–13.

The Auditor-General of Queensland is the department's external auditor. Total external audit fees relating to the 2012–13 financial year are estimated to be \$0.2 million (2012 \$0.026 million). There are no non-audit services included in this amount.

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
14. CASH AND CASH EQUIVALENTS		
Cash at bank	23,177	12,534
Imprest accounts	748	430
Total	23,925	12,964

Departmental bank accounts grouped within the whole-of-government set-off arrangement with the Queensland Treasury Corporation do not earn interest on surplus funds. Interest earned on the aggregate set-off arrangement balance accrues to the Consolidated Fund.

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
15. RECEIVABLES		
Current		
Trade and other debtors	1,164	7,943
Less: Allowance for impairment loss	(14)	(278)
	1,150	7,665
GST input tax credits receivable	662	150
GST payable	(254)	(129)
Net GST receivable	408	21
Annual leave reimbursements	734	556
Departmental services revenue receivable	-	1,308
Long service leave reimbursements	259	81
Total	2,551	9,631
16. INVENTORIES		
Goods held for sale	2,369	2,866
Less: Allowance for stock obsolescence	(18)	(16)
Total	2,351	2,850
17. OTHER ASSETS		
Current		
Prepayments	1	69
Total	1	69
18. PROPERTY, PLANT AND EQUIPMENT		
Land		
At fair value *	3,820	3,024
Buildings		
At fair value *	19,126	16,148
Plant and equipment		
At cost #	8,617	8,481
Less accumulated depreciation	(5,565)	(5,008)
	3,052	3,473
Capital works in progress		
At cost	237	2,893
Total	26,235	25,538

* Refer to note 1(m) for further information on these assets.

The department has plant and equipment with an original cost of \$0.127 million (2012 \$0.115 million) and a written-down value of zero still being used in the provision of services.

18. Property, plant and equipment (continued)

Property, plant and equipment reconciliation	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Capital works in progress \$'000	Total \$'000
Carrying amount at 1 May 2012	-	-	-	-	-
Acquisitions	-	-	221	-	221
Acquisitions through restructuring	3,024	16,216	3,009	3,820	26,069
Transfers between classes	-	-	389	(389)	-
Disposals	-	(67)	-	(538)	(605)
Depreciation	-	(1)	(146)	-	(147)
Carrying amount at 30 June 2012	3,024	16,148	3,473	2,893	25,538
Carrying amount at 1 July 2012	3,024	16,148	3,473	2,893	25,538
Acquisitions	-	-	80	304	384
Transfers between classes	135	1,080	111	(1,327)	(1)
Disposals	(280)	(11)	(16)	(1,633)	(1,940)
Revaluation increments (decrements)	941	2,417	-	-	3,358
Depreciation	-	(508)	(596)	-	(1,104)
Carrying amount at 30 June 2013	3,820	19,126	3,052	237	26,235

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
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19. INTANGIBLE ASSETS

Software - internally generated (at cost)	298	298
Less accumulated amortisation	(75)	(50)
Total	223	248

Intangible assets reconciliation	Software internally generated \$'000
Carrying amount 1 May 2012	-
Acquisitions through restructuring	260
Amortisation	(12)
Carrying amount 30 June 2012	248
Carrying amount 1 July 2012	248
Acquisitions	-
Amortisation	(25)
Carrying amount 30 June 2013	223

The department has no intangible assets with a written-down value of zero still being used in the provision of services.

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000	
20. PAYABLES			
Trade creditors and accruals	3,833	2,256	
Grants payable	8,811	41	
Departmental services revenue payable	773	12,738	
Other	370	333	
Total	13,787	15,367	
21. ACCRUED EMPLOYEE BENEFITS			
Annual leave levy payable	864	734	
Salaries and wages payable	141	849	
Long service leave levy payable	167	128	
Total	1,172	1,711	
	Land \$'000	Buildings \$'000	Total \$'000
22. ASSET REVALUATION SURPLUS BY CLASS			
Carrying amount at 1 July 2012	-	-	-
Net revaluation increments (decrements)	941	2,417	3,358
Carrying amount at 30 June 2013	941	2,417	3,358

The asset revaluation surplus represents the net effect of upwards and downwards revaluations of assets to fair value.

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
23. RECONCILIATION OF OPERATING RESULT TO NET CASH FROM OPERATING ACTIVITIES		
Operating result	3,004	336
Non-cash items:		
Depreciation and amortisation expense	1,129	197
Donated assets and services expensed	-	202
Donated assets and services received	-	(268)
Loss on disposal of non-current assets	1,645	5
Impairment losses	534	215
Change in assets and liabilities:		
(Increase) decrease in GST input tax credits receivable	(512)	37
(Increase) decrease in receivables	6,933	(9,201)
(Increase) decrease in inventories	498	65
(Increase) decrease in other assets	67	(55)
Increase (decrease) in payables	(1,581)	13,952
Increase (decrease) in GST payable	125	77
Increase (decrease) in accrued employee benefits	(541)	1,514
Net cash provided by (used in) operating activities	11,301	7,076

24. NON-CASH FINANCING AND INVESTING ACTIVITIES

Assets received or donated/transferred by the department and recognised as revenues and expenses are set out in notes 4 and 13 respectively.

Assets received or transferred by the department as a result of machinery-of-government changes or other involuntary transfers, and liabilities transferred to/from other Queensland state public sector entities, are set out in the Statement of Changes in Equity.

25. COMMITMENTS FOR EXPENDITURE

(a) Non-cancellable operating lease commitments

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Within 12 months	403	333
12 months or longer and not longer than five years	683	200
Longer than five years	-	-
Total	1,086	533

Operating leases are entered into as a means of acquiring access to office accommodation and storage facilities.

Lease payments are generally fixed, but with inflation escalation clauses on which contingent rentals are determined. The lease term is generally for an initial fixed period with options to extend the lease for a further period or periods. No purchase options exist in relation to operating leases and no operating leases contain restrictions on financing or other leasing activities.

Each lease varies to some extent based on factors such as market conditions and concessions that can be negotiated with individual landlords and their agents.

(b) Capital expenditure commitments

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Plant and equipment		
Within 12 months	7	342
12 months or longer and not longer than five years	-	-
Total	7	342

25. Commitments for expenditure (continued)

(c) Grants and subsidies expenditure commitment

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Aboriginal and Torres Strait Islander Services	27	5,877
Multicultural Affairs Queensland	4,349	7,712
Total	4,376	13,589
Within 12 months	2,252	8,534
12 months or longer and not longer than five years	2,125	5,055
Total	4,376	13,589

(d) Other expenditure commitments

Other expenditure committed at the end of the year but not recognised in the accounts are as follows:

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Within 12 months	189	-
12 months or longer and not longer than five years	-	-
Total	189	-

26. CONTINGENCIES

(a) Contingent liabilities - litigation

At 30 June 2013, the following number of cases were filed with the respective jurisdictions naming the department as defendant:

	Number of cases	
	2013	1 May 2012 to 30 June 2012
Supreme Court	-	-
District Court	1	-
Coroner's Court	-	-
Other courts	-	-
Court not yet identified	-	-
	1	-

It is not possible to make a reliable estimate of the final amount payable, if any, in respect of the litigation before the courts at this time.

Should any of these cases proceed and result in judgment against the department, the maximum amount that the department will need to pay in relation to each is \$10,000, being the excess applied by the Queensland Government Insurance Fund.

27. FINANCIAL INSTRUMENTS

(a) Categorisation of financial instruments

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

Category	Note	2013	1 May 2012 to
		\$'000	30 June 2012 \$'000
Financial assets			
Cash and cash equivalents	14	23,925	12,964
Receivables	15	2,551	9,631
Total		26,476	22,595
Financial liabilities			
Payables	20	13,787	15,367
Total		13,787	15,367

27. Financial instruments (continued)

(b) Financial risk management

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

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 under policies approved by the department. The department provides written principles for overall risk management, as well as policies covering specific areas.

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

- Credit risk - Ageing analysis, earnings at risk
- Liquidity risk - Sensitivity analysis
- Market risk - Interest rate sensitivity analysis.

(c) Credit risk exposure

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

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

No collateral is held as security and no credit enhancements relate to financial assets held by the department.

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

The department manages credit risk through the use of a credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the department invests in secure assets and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on an ongoing basis.

To minimise credit risk, timely monitoring and management of overdue accounts is conducted, including prompt follow-up of outstanding debts with letters and telephone calls.

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

The allowance for impairment reflects the occurrence of loss event. The most readily identifiable loss event is where a debtor is overdue in paying a debt to the department, according to the due date (normally terms of 30 days).

The write-off of unrecoverable amounts for receivables are deducted from the relevant allowance for impairment to the extent that such write-offs have been anticipated via that allowance.

In other situations, if the department determines that an amount owing by a debtor becomes uncollectible (after appropriate range of debt recovery actions), that amount is recognised as a Bad Debt expense and written-off directly against receivables.

Impairment loss expense for the current year regarding the department's receivables is \$14,000. This is a decrease of \$264,000 from 2012. The decrease reflects the write-off of unrecoverable inter-agency debts impaired in 2012.

27. Financial instruments (continued)

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

	Overdue				Total \$'000
	Less than 30 days \$'000	30 - 60 days \$'000	61 - 90 days \$'000	More than 90 days \$'000	
2013 Financial assets past due but not impaired					
Receivables	932	176	12	30	1,150
Total	932	176	12	30	1,150

2013 Individually impaired financial assets

Receivables (gross)	0	0	0	14	14
Allowance for impairment	0	0	0	-14	-14
Carrying amount	0	0	0	0	0

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
Movements in allowance for impairment		
Balance as at 1 July	278	0
Increase/decrease in allowance recognised in operating result	14	278
Amounts written-off during the year	-278	0
Balance at 30 June	14	278

(d) Market risk

The department does not trade in foreign currency and is not materially exposed to commodity price changes. The department is not exposed to any interest rate risk as at 30 June 2013.

(e) Liquidity risk

Liquidity risk refers to the situation where the department may encounter difficulty in meeting obligations associated with financial liabilities.

The department is exposed to liquidity risk in respect of its payables, in that the department needs to be able to pay these amounts when they fall due.

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

The following table sets out the liquidity risk of financial liabilities held by the department. It represents the contractual maturity of financial liabilities, calculated based on undiscounted cash flows relating to liabilities at reporting date. The undiscounted cash flows in these tables differ from the amounts included in the Statement of Financial Position that are based on discounted cash flows.

27. Financial instruments (continued)

	Note	<1 year \$'000	1-5 years \$'000	>5 year \$'000	Total \$'000
Payable in 2013					
Financial Liabilities					
Payables	20	13,787	-	-	13,787
Total		13,787	-	-	13,787
Payable in 2012					
Financial Liabilities					
Payables	20	15,367	-	-	15,367
Total		15,367	-	-	15,367

(f) Fair value

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

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
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28. SCHEDULE OF ADMINISTERED ITEMS

Aboriginal and Torres Strait Islander Services**Administered revenues**

Administered appropriation	6,920	903
Interest revenue	11	-

Administered expenses

Administered grants	(6,919)	(903)
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Total administered operating result

12	-
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	2013 \$'000	2012 \$'000
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Administered assets

Cash and cash equivalents *	1,422	903
Interest revenue receivable	3	-

Administered liabilities

Payables	(903)	(903)
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Net administered assets

522	-
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Administered equity

Contributed equity	510	-
Accumulated surplus	12	-

Total administered equity

522	-
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*Includes \$0.522 million in administered cash assets for the Aboriginal Welfare Fund.

	2013 \$'000	1 May 2012 to 30 June 2012 \$'000
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29. RECONCILIATION OF PAYMENTS FROM CONSOLIDATED FUND TO ADMINISTERED REVENUE

Budgeted appropriation	3,715	903
Transfer from departmental services revenue, refer to note 2	3,205	-

Administered revenue recognised in note 28

6,920	903
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CERTIFICATE OF THE DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER AND MULTICULTURAL AFFAIRS

07

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), relevant sections of the *Financial and Performance Management Standard 2009* and other prescribed requirements. In accordance with section 62(2) 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 statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the financial year ended 30 June 2013 and of the financial position of the department at the end of the year.

Colleen Orange B.Bus CPA

Chief Finance Officer

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

28 August 2013

Ben Klaassen

A/Director-General

Department of Aboriginal and Torres Strait Islander
and Multicultural Affairs

28 August 2013

INDEPENDENT AUDITOR'S REPORT

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

REPORT ON THE FINANCIAL REPORT

I have audited the accompanying financial report of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs, which comprises the statement of financial position and statement of assets and liabilities by major departmental services as at 30 June 2013, statement of comprehensive income, statement of changes in equity, statement of cash flows and statement of comprehensive income by major departmental services for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certificates given by the Acting Director General and Chief Finance Officer.

The Accountable Officer's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

Independence

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

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

Opinion

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

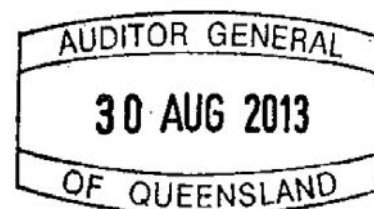
- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
 - (i) the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the financial report presents a true and fair view, in accordance with the prescribed accounting standards, of the transactions of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs for the financial year 1 July 2012 to 30 June 2013 and of the financial position as at the end of that year.

OTHER MATTERS - ELECTRONIC PRESENTATION OF THE AUDITED FINANCIAL REPORT

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



A M GREAVES FCA FCMA
Auditor-General of Queensland



Queensland Audit Office
Brisbane

08 APPENDICIES

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GLOSSARY

Cape York Welfare Reform	<p>Cape York Welfare Reform (2008–2014) is a partnership between the Queensland and Australian Governments, the Cape York Institute for Policy and Leadership and the communities of Aurukun, Coen, Hope Vale and Mossman Gorge.</p> <p>The objective of the reform is to restore social norms and local authority, and change behaviours in response to chronic levels of welfare dependency, social dysfunction and economic exclusion.</p>
Closing the Gap	<p>A commitment by all Australian State Governments to work toward a better future for Aboriginal people and Torres Strait Islander people. It aims to Close the Gap of Aboriginal and Torres Strait Islander disadvantage in areas such as health, housing, education and employment.</p>
Community Action for a Multicultural Society program	<p>Under this program the department funds community-based organisations to undertake advocacy, promote multiculturalism and link people from culturally diverse backgrounds to available services.</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 historic significance of Aboriginal and Torres Strait Islander occupation of an area in Queensland.</p>
<i>deadly stories</i>	<p>A three-year social marketing campaign to promote the achievements of Aboriginal and Torres Strait Islander Queenslanders, which is part of the Learning Earning Active Places (LEAP) strategy.</p>
Discrete Indigenous community	<p>This term refers to the following 19 Aboriginal and Torres Strait Islander communities: Aurukun, Bamaga, Cherbourg, Doomadgee, Hope Vale, Injinoo, Kowanyama, Lockhart River, Mornington Island, Mapoon, Napranum, New Mapoon, Palm Island, Pormpuraaw, Seisia, Umagico, Woorabinda, Wujal Wujal and Yarrabah.</p>
Family Responsibilities Commission	<p>The Family Responsibilities Commission (FRC) supports the establishment of local Aboriginal and Torres Strait Islander authority and the restoration of social norms in the four Cape York Welfare Reform communities.</p>
Islanders Board of Industry and Service	<p>The Islanders Board of Industry and Service (IBIS) is a statutory board established to deliver goods and services, including healthy food at the lowest possible prices, to the communities of the Torres Strait and the Northern Peninsula Area.</p>
Land Use Planning Schemes	<p>Schemes which provide Aboriginal councils and Torres Strait Island councils with information to underpin decisions about the sustainable use of the community's land.</p>
Local Area Multicultural Partnerships Program	<p>The Local Area Multicultural Partnerships (LAMP) program works with local councils and the Local Government Association of Queensland to promote cultural and social inclusion at the community level. This program supports local governments to increase cultural competence within their workforce and ensure their core business reflects the cultural diversity of the local region. Each local council is required to match the funding provided by the Queensland Government.</p>
Machinery-of-government	<p>The allocation and reallocation of functions between government departments and Ministers.</p>

Multicultural Queensland Partnerships Program	The Multicultural Queensland Partnerships Program provides funding to assist organisations to deliver a range of projects and events that promote positive community relations.
National Partnership Agreement	National Partnership Agreements are agreements between the Commonwealth of Australia and the State and Territory Governments. The agreements contain the objectives, outcomes, outputs and performance indicators, and clarify the roles and responsibilities that will guide the Commonwealth and states in the delivery of services across the relevant sectors.
Regional Housing Indigenous Land Use Agreements (ILUA)	An ILUA that covers a number of different future activities such as social housing leasing, other infrastructure projects and home ownership, and which applies across a whole region.
Retail Stores	Retail Stores operate in six remote Aboriginal and Torres Strait Islander communities on Palm Island, Lockhart River, Doomadgee, Kowanyama, Pormpuraaw and Woorabinda to provide a quality range of food, drinks and variety products at fair prices.
Social Housing Indigenous Land Use Agreements (ILUA)	An ILUA which provides Native Title consent for the state to build new subdivisions and houses but does not include consent for home ownership. It also includes a process to ensure cultural heritage is protected.

APPENDIX 1

SERVICE DELIVERY STATEMENTS

2012–13 Performance Statement

DEPARTMENT OF ABORIGINAL AND TORRES STRAIT ISLANDER AND MULTICULTURAL AFFAIRS	NOTES	2012–13 TARGET/ ESTIMATE	2012–13 ESTIMATED ACTUAL	2012–13 ACTUAL
SERVICE AREA: ABORIGINAL AND TORRES STRAIT ISLANDER AFFAIRS (ATSIA)				
Service standards				
Level of key stakeholders' satisfaction with the advice, information and support provided by ATSIA	1	75%	–	–
Proportion of communities with:		100%	94%	93%
• Completed road network survey plan				
• Indigenous Land Use Agreements to facilitate the remote Indigenous housing program		75%	90%	94%
• Statutory Planning Policy compliant planning schemes finalised		75%	75%	67%
Other measures				
Average time taken to finalise a priority community and personal history request		6 months	5.5 months	6–12 months
No. of Ministerial Indigenous Roundtables, Queensland Aboriginal and Torres Strait Islander Advisory Council meetings and official visits to discrete communities, led by ATSIA with key stakeholders to develop strategic policy positions, to progress initiatives and to improve service delivery		21	20	20
SERVICE AREA: MULTICULTURAL AFFAIRS				
Service standards				
Expenditure on translator and interpreter services	2	–	–	\$988.50
Number of grants provided through the annual grants round		60	130	130

Notes:

1. The survey related to this measure was not undertaken in 2012–13. This measure has been replaced by a new service standard in the 2013–14 Service Delivery Statements which better reflects the department's role.
2. No target was set for this measure due to the impact of machinery-of-government changes in April 2012. The result for this measure as at 30 June 2013 has been shown in the 2012–13 Actual column.

OUR LEGISLATION

The functions and powers of the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA) are derived from administering the following Acts of Parliament, in accordance with Administrative Arrangements Order (No.1) 2013:

ACT	STATUTORY OBJECTIVE
<p><i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i></p> <p>(except to the extent administered by the Attorney-General and Minister for Justice – Part 4, sections 18-25); (sections 4, 8, 64-67, 70 and 71, jointly administered with the Attorney-General and Minister for Justice)</p>	<p>This Act does not state an objective; however, it addresses a number of issues impacting on Aboriginal and Torres Strait Islander communities including the establishment of Community Justice Groups, the establishment of Community Police Officers, entry to trust areas, and the establishment of the Island Industries Board.</p>
<p><i>Aboriginal Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Aboriginal cultural heritage.</p>
<p><i>Torres Strait Islander Cultural Heritage Act 2003</i></p>	<p>The main objective of this Act is to provide effective recognition, protection and conservation of Torres Strait Islander cultural heritage.</p>
<p><i>Aboriginal Land Act 1991</i></p> <p>(to the extent that it is relevant to the transfer of land as Aboriginal land prior to the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i> and associated transfers of land as Aboriginal land)</p>	<p>The main objective of this Act is to amend the <i>Aboriginal Land Regulation 2011</i> to declare an area of available State land as transferable land.</p>
<p><i>Land Act 1994</i></p> <p>(to the extent that it is relevant to dealing with land associated with the dedication of national parks (Cape York Peninsula Aboriginal land) under the <i>Nature Conservation Act 1992</i>, associated transfers of land as Aboriginal land and actions agreed in Indigenous Land Use Agreements for those lands)</p>	<p>The objective of this Act requires land administered under the Act to be managed for the benefit of the people of Queensland by having regard to seven principles. These principles are sustainability, evaluation, development, community purpose, protection, consultation and administration.</p>
<p><i>Community Services Act 2007</i></p> <p>(jointly administered with the Minister for Communities, Child Safety and Disability Services and the Minister for Education, Training and Employment)</p>	<p>The main objective of this Act is to help build sustainable communities by facilitating access for Queenslanders to community services.</p>
<p><i>Family Responsibilities Commission Act 2008</i></p>	<p>The objectives of this Act are to:</p> <ul style="list-style-type: none"> (a) support the restoration of socially responsible standards of behaviour and local authority in welfare reform community areas (b) help people in welfare reform community areas to resume primary responsibility for the wellbeing of their community and the individuals and families of the community. <p>The objectives are achieved primarily through the operation of the Family Responsibilities Commission (FRC).</p>

APPENDIX 3

PROFILE OF DATSIMA BOARD MEMBERS AS AT 30 JUNE 2013

NAME	ROLE	PROFILE
Debbie Best	Director-General (Chair)	<p><i>Bachelor of Arts, Bachelor of Educational Studies, Masters of Education Administration, Diploma in Education, Graduate Certificate in Public Administration, FAICD</i></p> <p>Debbie Best is the Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs within the Queensland Government. In this role, Debbie provides strategic leadership and oversight of the department.</p> <p>Prior to this Debbie had a long and distinguished career in natural resource management and state education. Through senior positions in the former Department of Environment and Resource Management, Department of Natural Resources, the Environmental Protection Agency, Department of Education and various schools throughout Queensland, Debbie has played and continues to play a leading role in major policy development, oversight of major program implementation and represents Queensland at many national forums.</p> <p>Debbie is a Trustee and Director of QSuper.</p>
Ron Weatherall	Deputy Director-General, Aboriginal and Torres Strait Islander Policy and Regional Coordination (Member)	<p><i>Bachelor of Business (Accounting)</i></p> <p>Ron Weatherall is a Kamilaroi Murri from South West Queensland. His career has spanned 20 years in both the public and private sectors.</p> <p>Ron is intent on making sure Aboriginal people and Torres Strait Islander people are not left behind by providing strategic leadership and direction in the field of Aboriginal and Torres Strait Islander social policy development, with a particular focus on employment, vocational education and training.</p>
Wayne Briscoe	Acting Executive Director, Multicultural Affairs Queensland (Member)	<p><i>Bachelor of Laws (Hons), Masters of Arts (Criminal Justice)</i></p> <p>Wayne Briscoe has held a number of senior positions in the Queensland Government over the past 20 years with the Queensland Law Reform Commission, the Office of Fair Trading, the Criminal Justice Commission, Liquor Licensing Division and with previous iterations of DATSIMA.</p> <p>Wayne's previous experience includes lecturing in law, research positions with the Tasmanian and Western Australian Law Reform Commissions, private legal practice and holding a senior advocacy role with the Marshall Islands Nuclear Claims Tribunal in the Republic of the Marshall Islands.</p>
Ainslie Barron	Acting Executive Director, Aboriginal and Torres Strait Islander Policy (Member)	<p><i>Bachelor of Arts, Master of Public Policy</i></p> <p>Ainslie Barron has extensive public sector policy development and analysis experience at the state and national level. Ainslie has worked in the Department of Defence and in Queensland's Departments of State Development and the Premier and Cabinet. Ainslie has also worked for a national industry association.</p> <p>Ainslie joined DATSIMA in June 2013.</p>

NAME	ROLE	PROFILE
Allen Cunneen	Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member)	Allen Cunneen has extensive experience in project management and contract management services. He spent 36 years in the Department of Housing and Public Works prior to joining the former Department of Communities (ATSIS) in 2009. Allen was awarded an Order of Australian Medal (OAM) in 2006 for Infrastructure Planning after Tropical Cyclone Larry.
Walter Tallis	Acting Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member)	Wally Tallis is of South Sea and Torres Strait Islander heritage with family connection to the BirrGubbah people of North Queensland. Wally has extensive experience in Aboriginal and Torres Strait Islander affairs, engagement and project management within the private and public sectors. He has held senior positions in government over the last six years within previous iterations of DATSIMA.
Matthew Skoien	Executive Director, Corporate and Client Services (Member)	<i>Bachelor of Arts (Hons), Graduate Certificate (Capital Project Management)</i> Matthew Skoien has held a range of policy, program and corporate positions in the Queensland and Australian public sectors for the last 20 years. From 1992 to 2000, Matthew worked in the Australian Department of Defence in policy development, program review and intelligence, and spent three years on exchange with the US Department of Defence. Since 2000, he has worked for the Queensland Government in the Department of the Premier and Cabinet, Department of Communities and the Department of Environment and Resource Management before joining DATSIMA in April 2012.
Lawrence Swann	Regional Director, Brisbane (Member)	<i>Bachelor of Arts (Public Policy and Public Administration)</i> Lawrence Swann has worked in Aboriginal and Torres Strait Islander Affairs for 15 years focusing mainly on remote communities in the housing and human services portfolios. Most of his work has been focused on the eastern and western Cape York communities and the Torres Strait. Lawrence recently managed the establishment of the Palm Island Community Company and was appointed in 2009 as the Regional Director for DATSIMA's Brisbane Region.
Emmanuel Hegarty	Regional Director, Central Queensland (Member)	<i>Diploma of Management</i> Manny Hegarty has held a range of positions over the past 35 years in all tiers of government across a number of states including the Northern Territory, Western Australia and Queensland. He has extensive experience in project management, including working in the areas of child safety/protection, education, youth justice and local government. Manny has been in his current position as Regional Director DATSIMA Central Queensland for the past six years.

APPENDIX 3 (CONTINUED)

NAME	ROLE	PROFILE
Graham White	Regional Director, North Coast (Member)	<i>Public Sector Management Post Graduate</i> Graham White is an Iman man from Rockhampton who has held senior positions in the Queensland Public Service for the past 10 years. Graham has worked in child protection, small business, contract management and Aboriginal and Torres Strait Islander Affairs. He has been in his current position as Regional Director for DATSIMA's North Coast region for the past three years.
Greg Anderson	Regional Director, North Queensland (Member)	<i>Diploma of Business</i> Greg Anderson has held senior positions in the Queensland Public Service for the past 15 years, in the Department of the Premier and Cabinet and the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs and its predecessor agencies. Greg has been in his current position as Regional Director for DATSIMA's North Queensland region for the past eight years.
Ram Kripal	Acting Regional Director, South East (Member)	<i>Certificate in Applied Computing (Accounting)</i> Ram Kripal has worked in Aboriginal and Torres Strait Islander Affairs for 22 years which has included working as the chief executive officer for Community Shire Councils. Ram has extensive experience in community engagement, which has been recognised in the Queensland Parliament, and previously worked in the Pacific Islands for 14 years in community development before migrating to Australia in 1990.
Bradley Saunders	Regional Director, South West (Member)	Bradley Saunders has worked in Aboriginal affairs for more than 20 years, with experience ranging from cultural advisor with the Australian Chamber of Commerce and Industry to project coordination with the Queensland Government across the portfolios of training, education and child safety. Bradley has been the Regional Director for DATSIMA's South West Queensland region for the past seven years.
Paul Loney	Acting Regional Director, Torres Strait Islands (Member)	<i>Bachelor of Education, Graduate Diploma in Business Administration, Master of Arts (Politics/Economics)</i> Paul Loney has worked in the public service for 26 years and commenced his career as a senior high school teacher and has held positions both in Queensland and overseas. Paul has worked in the previous iteration of the Department of Aboriginal and Torres Strait Islander and Torres and Multicultural Affairs since 1998, initially as the Chief of Staff for the Minister and subsequently as the Manager of the Cape York Strategy Unit. Paul is currently employed as the Acting Regional Director for DATSIMA's Torres Strait region, where he had been Manager for five years.

DATSIMA BOARD AND DEPARTMENTAL COMMITTEES

DATSIMA BOARD	
Roles and responsibilities	<p>The DATSIMA Board is the department's key strategic governance body. It is responsible for the:</p> <ul style="list-style-type: none"> • overall strategic direction of the department • strategic management of the department's performance and risks • overseeing the department's portfolio of programs and projects.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Aboriginal and Torres Strait Islander Policy and Regional Coordination (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Executive Director, Aboriginal and Torres Strait Islander Policy (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • Executive Director, Corporate and Client Services (Member) • Regional Director, Brisbane (Member) • Regional Director, Central Queensland (Member) • Regional Director, North Coast (Member) • Regional Director, North Queensland (Member) • Regional Director, South East Queensland (Member) • Regional Director, South West Queensland (Member) • Regional Director, Torres Strait Islands (Member).
Meeting frequency	The DATSIMA Board meets monthly.
EXECUTIVE LEADERSHIP TEAM	
Roles and responsibilities	<ul style="list-style-type: none"> • The Executive Leadership Team has responsibility for managing the critical and emerging business and operational issues that impact on the department and its functions.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Aboriginal and Torres Strait Islander Policy and Regional Coordination (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Executive Director, Aboriginal and Torres Strait Islander Policy (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • Executive Director, Corporate and Client Services (Member).
Meeting frequency	The Executive Leadership Team meets weekly.

APPENDIX 4 (CONTINUED)

AUDIT AND RISK COMMITTEE	
<p>Roles and responsibilities</p>	<p>The primary role of the Audit and Risk Committee is to provide independent assurance and assistance to the Director-General and DATSIMA Board on the department's risk, control and compliance frameworks, and to assist in the discharge of the Director-General's financial management responsibilities imposed under the <i>Financial Accountability Act 2009</i>, <i>Financial Accountability Regulation 2009</i> and the <i>Financial and Performance Management Standard 2009</i>.</p> <p>The Audit and Risk Committee is established in accordance with Section 35 of the <i>Financial and Performance Management Standard 2009</i>, at the direction of the Director-General. The Audit and Risk Committee reports to the DATSIMA Board and the Director-General.</p> <p>The Audit and Risk Committee has observed the terms of its charter and had due regard to Queensland Treasury's Audit Committee Guidelines.</p> <p>The role of the Audit and Risk Committee is to:</p> <ul style="list-style-type: none"> • assess the audit sub-program activity, for example, reviewing and monitoring internal audit reports and action taken • review the performance of organisational areas in respect to action taken on audit recommendations (both internal and external) • review the department's financial statements • implement the department's approach to maintain an effective internal control framework, including over external parties such as contractors and advisors • review the currency, comprehensiveness and relevance of the department's risk management framework, policy and procedure, including the identification and management of risks related to fraud and business continuity.
<p>Membership</p>	<ul style="list-style-type: none"> • Executive Director, Corporate and Client Services (Chair) • Deputy Director-General, Aboriginal and Torres Strait Islander Policy and Regional Coordination (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Executive Director, Governance and Strategy, Corporate Services, Department of Environment and Heritage Protection (External Member) • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Special Invitee) • Chief Finance Officer, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Invitee) • Director of Audit, Queensland Audit Office (Invitee) • Audit Manager, Queensland Audit Office (Invitee) • Head of Internal Audit, Department of Communities, Child Safety and Disability Services (Invitee).
<p>Meeting frequency</p>	<p>The Audit and Risk Committee meets quarterly with an additional meeting scheduled in August to approve annual financial statements.</p>

BUDGET REVIEW COMMITTEE	
Roles and responsibilities	<p>The Budget Review Committee provides an opportunity for the department's senior executives to monitor, and where necessary adjust, the departmental budget. The committee also collaborates on the department's information and communications technology (ICT) and capital property to support the service delivery functions of the department.</p> <p>As Budget Review Committee membership is a subset of the DATSIMA Board, any decisions by the Budget Review Committee are considered to be decisions of the DATSIMA Board. The Budget Review Committee has no reporting requirements.</p> <p>The role of the Budget Review Committee is to:</p> <ul style="list-style-type: none"> • provide endorsement of budget strategies and responsibilities including all major budget milestones during the financial year • oversee the preparation of the department's budget submissions • monitor and endorses adjustments to the department's budget for Director-General approval • review whole-of-department financial performance, including monitoring of actual financial performance and position against budgets, and overseeing the development of strategies in response to emerging issues • review and monitor the financial performance in relation to the department's capital outlays • provide direction and endorsement of budget pressures requiring funding and allocation of savings • provide direction on specific issues that have financial impacts across the department • review the overall ICT-enabled portfolio on a quarterly basis for strategic alignment, value and benefit delivery and make changes or provide direction as required on the make-up of the portfolio • recommend issues to be raised at the Portfolio Budget Review Committee which has been established for the Minister to consider matters such as resourcing and financial or budgetary implications across the Portfolio on a regular basis.
Membership	<ul style="list-style-type: none"> • Director-General, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Chair) • Deputy Director-General, Aboriginal and Torres Strait Islander Policy and Regional Coordination (Member) • Executive Director, Aboriginal and Torres Strait Islander Policy (Member) • Executive Director, Remote Indigenous Land and Infrastructure Program Office (Member) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • Executive Director, Multicultural Affairs Queensland (Member) • Regional Director (Member) • Chief Finance Officer, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (Member).
Meeting frequency	The Budget Review Committee meets monthly.

APPENDIX 4 (CONTINUED)

HEALTH, SAFETY AND WELLBEING SUB-COMMITTEE	
<p>Roles and responsibilities</p>	<p>Under the <i>Work Health and Safety Act 2011</i> it is the duty of an Officer of the Persons Conducting a Business Undertaking (PCBU) to exercise due diligence to ensure the PCBU complies with health and safety duties and obligations. The Officer of the PCBU is the Director-General.</p> <p>The due diligence approach emphasises the corporate governance responsibilities of the agency. It is critical to the achievement of positive safety outcomes for senior management to lead the corporate safety agenda.</p> <p>The Health, Safety and Wellbeing Sub-Committee is a forum of key stakeholders within the agency who have the responsibility to oversee and approve health, safety and wellbeing functions within the Department of Aboriginal and Torres Strait Islander and Multicultural Affairs.</p> <p>The establishment of the Health, Safety and Wellbeing Sub-Committee provides a forum for planned and structured discussions about health, safety and wellbeing matters. The sub-committee reports to the DATSIMA Board.</p> <p>The role of the Health, Safety and Wellbeing Sub-Committee is to:</p> <ul style="list-style-type: none"> • ensure that obligations under the <i>Work Health and Safety Act 2011</i> are met within the agency • identify and discuss performance and reporting measures relating to health, safety and wellbeing • drive an organisational culture that values the prevention and minimisation of risks to employees across the agency, relating to physical and psychological health, safety and wellbeing • approve strategies and employee initiatives relating to the eight core health, safety and wellbeing functions that provide the framework for the agency to work within.
<p>Membership</p>	<ul style="list-style-type: none"> • Executive Director, Corporate and Client Services (Chair) • Executive Director, Multicultural Affairs Queensland (Member) • Executive Director, Aboriginal and Torres Strait Islander Employment, Culture and Programs (Member) • Director, Workforce and Corporate Support (Member) • Director, Retail Stores (Member) • Regional Director (Member) • Principal Project Officer, Workforce and Corporate Support (Member).
<p>Meeting frequency</p>	<p>The Health, Safety and Wellbeing Sub-Committee meets bi-monthly.</p>

DATSIMA STAFF ENGAGEMENT NETWORK

Roles and responsibilities

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

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

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

Membership

- Regional Director, South East (Chair)
- Director, Workforce and Corporate Support (Co-chair)
- A representative from each of the following areas across the department, from a range of salary classifications:
 - Workforce and Corporate Support
 - Communication Services
 - Aboriginal and Torres Strait Islander Employment, Culture and Programs
 - Aboriginal and Torres Strait Islander Policy
 - Multicultural Affairs Queensland.
- A representative from each of the eight regions.

Meeting frequency

The Staff Engagement Network meets monthly.

APPENDIX 4 (CONTINUED)

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

STATUTORY AUTHORITIES

FAMILY RESPONSIBILITIES COMMISSION*	
Objective/function	The purpose of the Family Responsibilities Commission (FRC) is to support the restoration of socially responsible standards of behaviour and to assist community members to resume and maintain primary responsibility for the wellbeing of their community and the individuals and families within their community.
Constituting Act	The Family Responsibilities Commission was established under the <i>Family Responsibilities Commission Act 2008</i> .

ISLAND INDUSTRIES BOARD*	
Objective/function	<p>The Island Industries Board operates 17 retail stores in the Torres Strait and Northern Peninsula Area under the trading name of the Islander Board of Industry and Service (IBIS).</p> <p>It aims to deliver goods and services, including healthy food choices, at the lowest prices to the communities of the Northern Peninsula Area and Torres Strait on a sustainable business basis</p>
Constituting Act	The Island Industries Board is established under the <i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i> .

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

APPENDIX 6

GOVERNMENT BOARDS AND COMMITTEES

AUSTRALIAN SOUTH SEA ISLANDER BOARD OF ADVICE

Role, function and responsibilities	The purpose of the board is to make recommendations regarding the allocation of tertiary scholarships for Australian South Sea Islander descendants, and provide important mentoring and guidance to students.
Achievements for 2012–13	In 2012–13, the board: <ul style="list-style-type: none"> • Made recommendations for the allocation of two new tertiary scholarships for Australian South Sea Islander students, bringing the total number of scholarships awarded to date to 40.
Total remuneration payments and on-costs	N/A

CAPE YORK WELFARE REFORM ADVISORY BOARD

Role, function and responsibilities	The purpose of the board in 2012–13 was to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs to ensure the effective implementation of the Cape York Welfare Reform (CYWR) Agenda including resolution of issues, recommending funding allocations for support services and contributing to key policy directions and decisions.
Achievements for 2012–13	In 2012–13, the board: <ul style="list-style-type: none"> • held four Advisory Board meetings to progress the objectives of Cape York Welfare Reform • appointed one local representative from each Cape York Welfare Reform community to the Advisory Board.
Total remuneration payments and on-costs	N/A

FAMILY RESPONSIBILITIES BOARD

Role, function and responsibilities	The purpose of the board is to give advice and make recommendations to the Minister for Aboriginal and Torres Strait Islander and Multicultural Affairs about the operation of the commission. For example, action the board considers the State or Australian Governments should take to help improve the operation of the commission and to consider reports given to the board about the performance of its functions.
Achievements for 2012–13	In 2012–13, the board: <ul style="list-style-type: none"> • held four Family Responsibilities Board meetings in alignment with legislative requirements.
Total remuneration payments and on-costs	N/A

REMOTE INDIGENOUS LAND AND INFRASTRUCTURE PROGRAM OFFICE BOARD
Role, function and responsibilities

The board was established to oversee the development and implementation of program deliverables and govern all the work of the Program Office from a whole-of-government perspective. It brings together representatives from both state and federal government agencies involved in remote capital works projects. It resolves cross-agency issues and risks affecting the deliverables of the Program Office. This governance structure is of critical importance to the implementation of the Program Office approach. Additionally Partnership Board meetings bring Mayoral representation from Indigenous Shire Councils to this governance structure. All member agencies agreed on protocols that define the process with which all departments interact on relevant projects. Without this, the targets of the Queensland Government's Remote Indigenous Housing program would not be achieved.

Role of members:

- Accountability for the implementation of program deliverables.
- Resolution of cross-agency issues and whole-of-government risks and issues affecting deliverables.
- Leadership and decision-making.
- Promotion of the aims and progress of Program Office across government and within own department.
- Report on agency progress towards deliverables.
- Inform Board members of related projects and strategic issues of relevance.
- Approve and adjust business plan and terms for reference as required.
- Represent and report back to respective Minister.

Achievements for 2012—13

In 2012—13, the board:

- provided guidance on resolution of the *Land Holding Act*
- provided direction on the whole-of-government Torres Strait Island Regional Indigenous Land Use Agreement
- gained consolidated approval of key stakeholder agencies on infrastructure and planning issues
- established a Senior Officers Working Group to progress a framework to build the capacity of remote Aboriginal and Torres Strait Islander Councils
- maintained local Aboriginal and Torres Strait Islander Council involvement decision-making by continuing the Partnership Board
- provided whole-of-government perspective on politically sensitive land related issues.

Total remuneration payments and on-costs

N/A

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ONLINE INFORMATION

Additional 2012–13 performance information in relation to the following topics is available through the Queensland Government Open Data website (**www.qld.gov.au/data**):

- Consultancies
- Overseas travel
- Queensland Multicultural Policy – Queensland Multicultural Action Plan: 2011–14.

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Your feedback about this annual report is valuable as it helps us to continually improve our reports. To provide your feedback on this report please visit **www.qld.gov.au/annualreportfeedback**.

PUBLIC AVAILABILITY OF REPORT

The Department of Aboriginal and Torres Strait Islander and Multicultural Affairs' website is www.datsima.qld.gov.au.

This annual report is available at www.datsima.qld.gov.au/about-us/corporate-publications.

FURTHER ENQUIRIES

For enquiries or further information about this report, please contact the Manager, Workforce and Corporate Support, Corporate and Client Services:

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OTHER LANGUAGES AND FORMATS



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The State of Queensland (Department of Aboriginal and Torres Strait Islander and Multicultural Affairs) Annual Report 2012–13.

ISSN: 2201-2850 (Online).

