

Department of Women, Aboriginal and Torres Strait Islander
Partnerships and Multiculturalism

Annual Report

2025 – 2026

About the annual report

This annual report provides information about the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (DWATSIPM) financial and non-financial performance for 2025–2026. It has been prepared in accordance with the *Financial Accountability Act 2009* and the *Annual report requirements for Queensland Government agencies*.

The report records the significant achievements against the strategies and services detailed in DWATSIPM's *Strategic Plan 2025–2029*, and the *Service Delivery Statement 2025–2026*.

Copies of this publication can be obtained at <https://www.dwatsipm.qld.gov.au> or by contacting 13 QGOV (13 74 68).

Interpreter services



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Providing feedback

The annual report is an important document representing communication and accountability. We value comments and welcome feedback from readers. To provide feedback, please complete the Annual Report 2025–26 Feedback survey: <https://www.qld.gov.au/government/engage/have-your-say/annual-report-202526-feedback-survey>

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Acknowledgement

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

Letter of Compliance

The Honourable Fiona Simpson MP
Minister for Women and Women's Economic Security,
Minister for Aboriginal and Torres Strait Islander Partnerships and
Minister for Multiculturalism
1 William Street
BRISBANE QLD 4000

Dear Minister,

I am pleased to submit for presentation to the Parliament the Annual Report 2025–2026 and financial statements for the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism.

I certify that this annual report complies with:

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

A checklist outlining the annual reporting requirements is provided at Appendix 6 – pages 92 - 94 of this annual report.

Yours sincerely,



Natalie Wilde
Director-General
27/08/2026

Message from the Director-General

I am pleased to present the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism Annual Report 2025–2026.

This has been a significant year for the department. Across our work, we have remained focused on improving economic and social outcomes for women, Aboriginal peoples and Torres Strait Islander peoples, and culturally and linguistically diverse Queenslanders. While the communities we serve have different needs and aspirations, we are united by a common objective to ensure more Queenslanders can participate fully in the economic, social and community life of our state.

The issues we work on are often complex and longstanding. Progress requires more than policy or investment alone. It requires strong partnerships, community leadership and a focus on practical outcomes. That approach has shaped our work throughout the year.

A major priority was advancing the Queensland Government's commitment to Closing the Gap. In partnership with government agencies, we led the development of the Queensland Closing the Gap Implementation Plan. The plan provides a renewed focus on the foundations that underpin long-term prosperity and wellbeing: education, housing, health and employment. We also supported the signing of the Queensland Indigenous Council Leaders Accord, a historic agreement to give local leaders a seat at the table in securing real outcomes for their communities.

This work was reinforced through a \$73 million investment under Round 2 of the Closing the Gap Priorities Fund. The 21 projects funded across remote and discrete communities reflect priorities identified by communities themselves and will improve essential infrastructure, strengthen liveability and support future economic opportunity.

We also saw continued growth in Aboriginal and Torres Strait Islander economic participation. Queensland Government procurement with Indigenous businesses exceeded \$814 million during the year, surpassing the Government's target for the second consecutive year, while 619 Aboriginal and Torres Strait Islander businesses secured government procurement contracts. These results are important because they represent more than financial measures. They reflect growing business capability, local employment and the contribution of Indigenous enterprise to Queensland's economy.

Improving women's economic security remained a key focus. More than 3,000 women participated in consultations that informed development of the Women's Economic Security Strategy, ensuring women's experiences help shape future policy and investment. Through the Women's Career Grants Program, more than 2,100 women received support to overcome barriers to employment, while the Future Women Jobs Academy created new pathways to skills development, mentoring and employment.

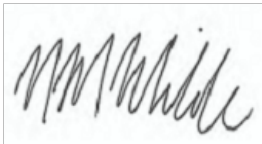
Queensland's multicultural communities continued to make a significant contribution to the economic, social and cultural strength of our state. During the year, the department invested more than \$16.5 million in multicultural grants, programs and initiatives that support participation, inclusion and social

cohesion. The launch of the Multicultural Connect Grants Program marked an important investment in community infrastructure that will bring people together and strengthen connections across communities for years to come.

The achievements outlined in this report were made possible through the efforts of many people. I acknowledge the leadership of communities across Queensland, the commitment of our partners across government, local government, industry and the community sector, and the professionalism and dedication of departmental staff.

This report reflects a year of significant investment, achievement and collaboration. More importantly, it reflects progress towards the outcomes that matter most: stronger communities, greater economic participation and improved opportunities for Queenslanders.

It has been a privilege to lead the department during this important year and to support the Queensland Government's commitment to delivering practical outcomes for the people of our state.



Natalie Wilde
Director-General

About us

Our vision and purpose

Our vision: Unwavering commitment to create a future of equity, inclusion and opportunity for the people and communities we serve.

Our purpose: Driven by measurable action, working in partnership, listening to community.

Our values

We are committed to the Queensland public service values of customers first, ideas into action, unleash potential, empower people, and be courageous.

These values are supported by our department-specific values, which are how we develop and support our staff, and how we do our best work for the people of Queensland:

- **Excellence** – we excel in resolving complex service delivery issues, in partnership with all levels of government and communities
- **Innovation** – we encourage different ideas and opinions to identify solutions that will improve the efficiency and effectiveness of our outcomes
- **Diversity** – we welcome and benefit from the diversity of our staff and our communities, and we champion improved outcomes for women, Aboriginal peoples and Torres Strait Islander peoples, and people from culturally and linguistically diverse backgrounds
- **Accountability** – we behave with transparency and integrity; we take responsibility for our work and our decisions; and we work efficiently to achieve value for money outcomes.

Our contribution to the Queensland Government's objectives for the community

A better lifestyle through a stronger economy

Growing our economy to drive down the cost of living and give Queenslanders a better lifestyle and a place to call home, by working collaboratively with communities, sector and industry partners, and Government agencies, to: improve employment and home ownership outcomes for Aboriginal and Torres Strait Islander Queenslanders, grow the economy in our regions, strengthen the economic inclusion of people from culturally and linguistically diverse backgrounds, and foster an environment that enables Queensland women to be economically secure.

A plan for Queensland's future

Planning for Queensland's future, by co-ordinating whole-of-government efforts to lift living standards in Aboriginal and Torres Strait Islander communities, particularly in remote and discrete communities where basic amenities are often limited, and by ensuring that Aboriginal peoples and Torres Strait Islander peoples are appropriately included in the

planning of the 2032 Olympic and Paralympic Games to showcase Queensland's cultural heritage, and delivering grant programs and investment to celebrate and support Queensland's diverse multicultural communities, including the Multicultural Connect Grants Program and Chinese Culture and Heritage Centre for Cairns.

Our operating environment

During 2025–2026, the department's operating environment included:

- ensuring that services and policies are informed by Aboriginal and Torres Strait Islander communities to reflect their unique needs and aspirations and that there is equitable service delivery across urban, regional, and remote areas
- supporting culturally and linguistically diverse communities impacted by national and international events, to enhance community participation and partnerships
- continuing to work with strategic partners, local leaders, industry, non-government organisations and communities to deliver on the new government's priorities and improve the social and economic outcomes of Queenslanders.

Our strategic risks

During 2025–2026 our strategic risks were:

- balancing finite resources to deliver the department's strategic objectives, in the context of competing priorities and evolving customer and stakeholder expectations
- attracting and retaining culturally capable, diverse, skilled and resilient staff
- maintaining robust information and technology systems, and strong internal controls, to protect against cyber threats and prevent information loss.

Our Executive Leadership Team

Our Executive Leadership Team provides strategic direction and oversees the financial performance and governance of the department, in line with the 2025–2029 Strategic Plan.

Natalie Wilde **Director-General**

Bachelor of Public Health, Master in Business Administration, AICD

Ms Natalie Wilde is a distinguished leader with a career spanning over 23 years in the Queensland Public sector. Her extensive experience includes developing and implementing policy reforms, particularly in areas related to economic and regional development, local government, infrastructure, property, and land use planning.

After completing a Bachelor of Public Health from the Queensland University of Technology, Natalie gained a Master in Business Administration from the University of Queensland; has undertaken the Company Directors Course through the Australian Institute of Company Directors, and been the recipient of the Premier's Award for Excellence in Public Service Delivery on two occasions.

Kathy Parton
Deputy Director-General
Strategic Policy and Legislation, Women and Multicultural Affairs

Bachelor of Arts, Graduate Certificate Writing, Editing and Publishing, AICD

Ms Kathy Parton leads the department's policy and legislation functions including the Office for Women and Multicultural Affairs Queensland. Kathy is a senior executive with more than 20 years' experience in government, leading policy and legislation, governance and corporate services, in dynamic and complex environments. Kathy has worked in Aboriginal and Torres Strait Islander policy since 2019, leading reform such as the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*, which recognises Torres Strait Islander culture in law and establishes a process for the legal recognition of Torres Strait Islander traditional child rearing practice.

Kathy has held previous Deputy Director-General roles in corporate services and strategic policy.

Narinder Singh
Deputy Director-General
Corporate Services

Bachelor of Science (Hons), CPA, ACMA, CGMA

As Deputy Director-General, Corporate Services, Mr Narinder Singh leads the functions of financial management, procurement, property services, human resources and ethical standards, governance, and legal affairs.

Before transitioning to the public service, Narinder held senior finance roles within the private sector, primarily in the finance services industry, working with several blue-chip organisations.

Throughout his career, Narinder has gained extensive expertise in financial management and governance, business planning, commercial pricing, organisational redesign and change, shareholder relations, and risk management. These are all key to helping to drive the department's corporate services agenda.

Anna McGrath
Deputy Director-General
Aboriginal and Torres Strait Islander Partnerships

Master of Urban and Regional Planning, Post Graduate Certificate in Built Environment and Engineering, and Bachelor of Science.

Ms Anna McGrath supports the strategic importance and regional service delivery priorities of the department's division of Aboriginal and Torres Strait Islander Partnerships.

An experienced senior executive known for navigating complexity while delivering strategic priorities through system enhancements, regional engagement and facilitation, focusing on economic development outcomes through place-based policy.

Her extensive experience, including the Department of State Development, Infrastructure and Planning, has demonstrated success in regional service delivery models.

Our organisational structure

As at 30 June 2026, the department consisted of the following key areas:

Director-General

- Office of the Director-General, Cabinet and Executive Services
- Strategy, Insights and Communications.

Statutory Responsibilities

- Community Enterprise Queensland (Chief Executive Officer)
- Family Responsibilities Commission (Commissioner)
- Meriba Omasker Kaziw Kazipa (Commissioner).

Aboriginal and Torres Strait Islander Partnerships

- Culture and Economic Participation
- Infrastructure and Economic Development
- Regional Service Delivery.

Strategic Policy and Legislation, Women and Multicultural Affairs

- Office for Women
- Strategic Policy and Legislation
- Multicultural Affairs Queensland.

Corporate Services

- Information and Communication Technology
- Finance, Governance, Procurement and Property Services
- Human Resources and Ethical Standards
- Internal Audit
- Legal Affairs
- Other Corporate Services functions delivered via partnership arrangements.

Year in review

Overview

The strategic objectives identified in the *Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism Strategic Plan 2025–2029*, were as follows:

1. Women's equality and economic security enhanced through participation in Queensland's community and economy
2. Aboriginal and Torres Strait Islander Queenslanders' economic and life outcomes improved
3. Social and economic outcomes enhanced for people from culturally and linguistically diverse backgrounds, through participation in Queensland's community and economy.

Investing in women's economic security

Strategic objective 1 – Women's equality and economic security enhanced through participation in Queensland's community and economy.

Our strategies:

- Enhance women's economic independence, financial security and wellbeing through the development of initiatives that focus on education, training, mentorship and employment opportunities
- Facilitate improved employment outcomes for women who want to transition back into the workforce after having children, caring for family, or experiencing illness by providing training and practical financial assistance to reduce cost barriers to returning to work
- Support women and girls to succeed in technical roles, including within the resources sector, to secure valuable skilled workers for regional Queensland
- Enable the delivery of targeted women in leadership programs that empower women to actualise their potential based on merit and recognition
- Work proactively across agencies to close the gender pay gap
- Support partnerships fostering gender equality, by working with and through non-government organisations and communities
- Work across agencies and with other jurisdictions to further embed gender analysis into policy and program development, enhance women's safety, health and wellbeing, and promote leadership and participation opportunities for all women.

The Office for Women collaborates with other agencies to progress a range of initiatives to improve women's economic security. This comprises a range of new programs supporting

women into employment and strengthening gender analysis as part of policy and program development.

Our achievements

During 2025–2026, our department progressed the following key initiatives:

Women's Economic Security and Workforce Participation

- engaged with more than 3,000 women and 110 organisations across the state, and supported 11 roundtables and forums, as part of our work to develop the Women's Economic Security Strategy, aimed at supporting Queensland women to build stronger financial futures
- worked with the Department of Trade, Employment and Training to deliver the \$20 million Women's Career Grants Program to ease financial barriers to employment and help women rejoin the workforce with confidence – more than 2,100 Queensland women have been supported through the first two rounds of this program
- provided \$2 million (\$4 million over two years) to support Future Women Jobs Academy to provide up-skilling, mentoring support, and employment pathway opportunities to 250 women aged 40 years and over
- invested \$557,400 in Empowering Queensland Women grants to assist 59 organisations to deliver community projects enhancing women's economic independence, financial security and wellbeing.

Queensland Women's Week and Community Engagement

- supported Queensland Women's Week and other events and campaigns to showcase and celebrate the contributions of women to Queensland's community and economy and highlight their achievements.

Refer to Appendix 2 – Service Delivery Statements for 2025–2026 key performance measurement outcomes.

Improving Aboriginal and Torres Strait Islander outcomes

Strategic objective 2 – Aboriginal and Torres Strait Islander Queenslanders' economic and life outcomes improved.

Our strategies:

- Lift living standards in Aboriginal communities and Torres Strait Islander communities, particularly discrete Aboriginal and Torres Strait Islander communities where basic amenities are often limited
- Work closely with other agencies to improve health, educational and employment outcomes
- Work with local leaders and communities to deliver Queenslanders the opportunity to own their own home in their community where regulation does not currently permit
- Support the recognition, protection and conservation of Aboriginal and Torres Strait Islander cultural heritage
- Ensure Aboriginal peoples and Torres Strait Islander peoples are appropriately included in the planning of the 2032 Olympic and Paralympic Games to showcase our cultural heritage
- Work in partnership with Aboriginal and Torres Strait Islander organisations, services and communities on Closing the Gap, prioritising health, housing and education outcomes
- Continue to provide Aboriginal peoples and Torres Strait Islander peoples and their representatives, with access to restricted historical departmental records related to community and personal histories.

Our achievements

During 2025–2026, our department progressed the following key initiatives:

National Agreement on Closing the Gap

- committed \$73 million through Round 2 of the Closing the Gap Priorities Fund to deliver 21 new public health and essential infrastructure projects in Aboriginal and Torres Strait Islander communities across Queensland
- undertook work towards a new *Queensland Closing the Gap Implementation Plan*, to reflect the government's strategic and targeted approach to Closing the Gap through practical outcomes for Aboriginal and Torres Strait Islander Queenslanders
- demonstrated a shared commitment to work in partnership to overcome the inequality experienced by Aboriginal peoples and Torres Strait Islander peoples through initiatives including the Queensland Indigenous Council Leaders Accord.

Family Responsibilities Commission

- worked collaboratively with the National Indigenous Australians Agency to secure funding for a three-year period in a Memorandum of Understanding to continue to support the operations of the Family Responsibilities Commission.

Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy

- achieved a major procurement milestone through the Queensland Procurement Policy 2026, with \$814 million of Queensland Government procurement directed to Aboriginal and Torres Strait Islander businesses, exceeding the 3% target for the second consecutive year
- supported the growth of Indigenous enterprise, with 619 Aboriginal and Torres Strait Islander businesses securing Queensland Government procurement contracts during 2025–2026, exceeding the 2025–2026 performance target
- invested in the capability and visibility of Indigenous businesses through the Indigenous Business Connect Program, supporting 620 Indigenous businesses to access supply chain opportunities, procurement pathways and business development services.

Indigenous Business Month

- led the delivery of Indigenous Business Month 2025 supporting 31 events across Queensland that showcased Indigenous business achievements, strengthened buyer-supplier connections and generated new procurement and partnership opportunities.

Aboriginal and Torres Strait Islander cultural heritage

- supported the preservation and protection of Aboriginal and Torres Strait Islander cultural heritage with over 40,000 searches processed through the Cultural Heritage Database and Register, and approval of 14 Cultural Heritage Management Plans.

Celebrating Reconciliation Grants program and NAIDOC Week Grants

- delivered targeted grant programs that strengthened cultural identity, community wellbeing and reconciliation outcomes, including \$71,000 in Celebrating Reconciliation Grants to 29 organisations, and \$144,000 in NAIDOC Week Grants to 61 organisations supporting Aboriginal and Torres Strait Islander organisations across Queensland.

First Nations Social and Emotional Wellbeing Grants Program

- invested \$1.3 million through the First Nations Social and Emotional Wellbeing Grants Program, funding community-led initiatives aimed at improving mental health and wellbeing, reducing alcohol and other drug impacts, and supporting suicide prevention outcomes. This is part of the \$4.1million total investment across 2024–2025 to 2026–2027.

Historical records related to community and personal histories

- the Community and Personal Histories Unit supported Queenslanders to reconnect with their personal histories, family connections and cultural identity by finalising more than 600 requests for access to departmental historical records.

Refer to Appendix 2 – Service Delivery Statements for 2025–2026 key performance measurement outcomes.

Fostering economic participation and social inclusion

Strategic objective 3 – Social and economic outcomes enhanced for people from culturally and linguistically diverse backgrounds, through participation in Queensland's community and economy.

Our strategies:

- Facilitate an environment where multicultural communities want to call Queensland home by harnessing their skills and expertise and working together to build an equitable and socially cohesive Queensland
- Continue to celebrate the cultural practices of all multicultural communities and celebrate the full participation of these communities in Queensland's way of life
- Work with communities, sector and industry partners, and Government agencies to influence, facilitate and promote economic and social inclusion of people from migrant, refugee, and asylum seeker backgrounds, and Australian South Sea Islander people
- Work across the Queensland public sector to support diversity and inclusion, and cultivate fair and accessible opportunities, pathways and services for all
- Invest in the Chinese Culture and Heritage Centre in Cairns, to showcase the rich cultural heritage and historical contribution of the Chinese community to Far North Queensland
- Advocate for the multicultural community with Commonwealth agencies to identify opportunities for migrants to work at their skill level, where appropriate
- Administer grant programs – including the new Multicultural Connect Grants Program – that strengthen a multicultural Queensland.

Our achievements

During 2025–2026, our department progressed the following key initiatives:

Multicultural Queensland Month

Multicultural Queensland Month—the state's largest annual multicultural celebration held each August—celebrates the contribution multicultural communities make to Queensland's prosperity, while creating opportunities for Queenslanders from all backgrounds to connect through local events, schools, businesses, sporting organisations and community groups. In 2025, Multicultural Queensland Month events were attended by more than 50,000 people, delivering strong opportunities to connect with audiences across the state. The program culminated in the Multicultural Queensland Awards, which recognised the outstanding achievements of individuals and organisations who make positive impacts on inclusion, participation, volunteering, entrepreneurship and communities.

Building bridges, strengthening communities and broadening opportunities across Queensland

In 2025–2026, our key investments focused on strengthening Queensland’s multicultural communities and supporting social cohesion across the state through:

- the new Multicultural Connect Grants Program, which provides funding support to build and upgrade multicultural community facilities, including community halls, meeting spaces and hubs, and sporting facilities that meet the cultural, social and service needs of Queenslanders from culturally and linguistically diverse backgrounds.

Buildings and upgrades funded through the program included:

- a multicultural multipurpose entertainment facility in Kingaroy
 - upgrades to Arnold Park in Mareeba to support multicultural events and provide flexible recreation opportunities for more than 75 cultural groups
 - upgrades to the Memorial Hall in Blackall to create an inclusive space for community programs.
- funding 142 events through the Celebrating Multicultural Queensland program, supporting multicultural festivals and community events across Queensland that showcase cultural diversity, strengthen a sense of belonging, and promote intercultural understanding.

Supported events included:

- the Taste of the World Cultural Festival which brings together Aboriginal peoples and Torres Strait Islander peoples, culturally and linguistically diverse communities and the broader community to celebrate the rich diversity of the Rockhampton region
 - an Intercultural Connection Celebration in Townsville held during Refugee Week to celebrate and recognise the experiences and contributions of refugees within the region.
- funding 25 community-led projects under the Strengthening Communities Multicultural Queensland program to support community empowerment, youth engagement, leadership, participation and social connection across Queensland’s multicultural communities

One example is the SafeSwim Gold Coast program, which fosters inclusion by creating a safe, welcoming environment where migrant and refugee community members can learn essential water safety and swimming skills while building a sense of belonging and encouraging broader community participation.

- funding of \$4.9 million for the Asylum Seeker and Refugee Assistance Program in 2025–2026 to deliver critical health, housing, and employment supports for people fleeing identified conflict zones.

Community partnerships

In 2025–2026, our department strengthened its engagement with Queensland’s diverse communities through targeted support, partnerships and initiatives that respond to emerging community needs, through:

- proactively building relationships with and supporting communities impacted by conflicts, including in the Middle East, Africa, and areas of South Asia. This involved listening to community leaders and deepening engagement with affected communities, including collaborative efforts with other government agencies. The department focused on targeted initiatives, community partnerships, and education programs that address racism, religious vilification, and antisemitism, and that promote respectful intercultural relationships
- providing secretariat support for the Minister’s Multicultural Queensland Advisory Council, including undertaking a recruitment process for, and inducting, the fourth term of the Council. The Council represents the interests of Queenslanders from culturally and linguistically diverse backgrounds and provides advice to the Minister on the opportunities and barriers they experience, and on how to create a more inclusive and harmonious Queensland
- delivering on a Government Election Commitment by providing \$2.7 million in funding to support construction of the Chinese Culture and Heritage Centre in Cairns, in partnership with the Cairns and District Chinese Association.

Refer to Appendix 2 – Service Delivery Statements for 2025–2026 key performance measurement outcomes.

Financial performance summary

Financial Assurance and Risk Management

In accordance with the requirement of section 77(2)(b) of the *Financial Accountability Act 2009*, the Chief Finance Officer has provided the Director-General with a Statement of Assurance that the department's financial internal controls are operating efficiently, effectively and economically in compliance with the *Financial and Performance Management Standard 2019*. The Statement was endorsed by the department's Audit and Risk Committee.

The department actively manages its financial risks and liabilities and is financially well-positioned to meet its objectives as outlined in the Strategic Plan.

The Statement of Assurance indicated no deficiencies or breakdowns in internal controls that would impact adversely on the department's financial governance or financial statements for the year.

The Chief Finance Officer has fulfilled the minimum responsibilities as required by the *Financial Accountability Act 2009*.

Strong governance, effective financial management practices, and ongoing monitoring of emerging risks have contributed to the department's financial sustainability and capability to deliver services into the future.

Financial Performance

The department maintained a strong fiscal discipline during the 2025–26 year, achieving an operating surplus of \$2.66 million and ending the year with net assets of \$36.02 million. This result included the effect of a net asset revaluation increment of \$2.72 million.

Financial outcomes were largely consistent with budget expectations and supported the delivery of key strategic objectives:

- Total revenue (excluding net asset revaluation increment) was \$101.35 million and total expenses were \$101.40 million, with operations continuing to be predominantly funded through appropriation revenue of \$99.24 million
- Net assets increased by \$2.47 million to \$36.02 million, driven by the annual operating surplus
- Financial position remains strong with cash holdings of \$30.15 million and no borrowings, although cash reduced by \$2.81 million during the year
- Liabilities reduced by 33%, from \$25.66 million to \$17.20 million, primarily due to lower payables and deferred appropriation liabilities
- Property, plant and equipment increased to \$20.06 million (up from \$18.00 million), supported by a \$2.72 million land and building revaluation increment recognised in the year.

Income

Our total income in 2025–26 was \$104.07 million, with the major sources of income being the Queensland and Australian governments for the provision of services.

INCOME FROM CONTINUING OPERATIONS

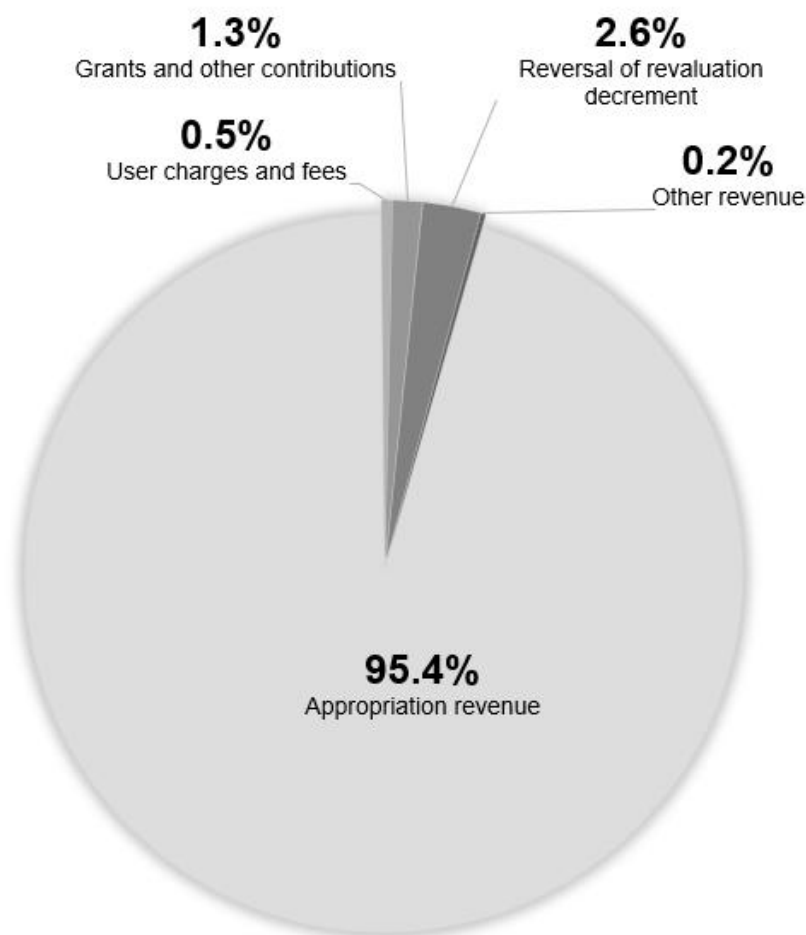


Figure 1: Income by category for the year ended 30 June 2026

Income	Income %	\$ million
Appropriation revenue	95.4%	99.24
User charges and fees	0.5%	0.55
Grants and other contributions	1.3%	1.35
Other revenue	0.2%	0.21
Reversal of asset revaluation decrement	2.6%	2.72
Total Income		104.07

In 2025–26, the department carried out a comprehensive revaluation of its land and building assets which occurs at least once every five years. The revaluation increment of \$2.72 million was recognised as revenue to reverse a revaluation decrement recorded in prior years through the Statement of Comprehensive Income.

Operating expenses

Our department provides a wide range of services to the community, delivered by contracted non-government organisations and through direct service delivery. As a result, our three largest expense categories are employee expenses, grants and subsidies and supplies and services. Our total operating expenses for 2025–26 was \$101.40 million.

EXPENSES FROM CONTINUING OPERATIONS

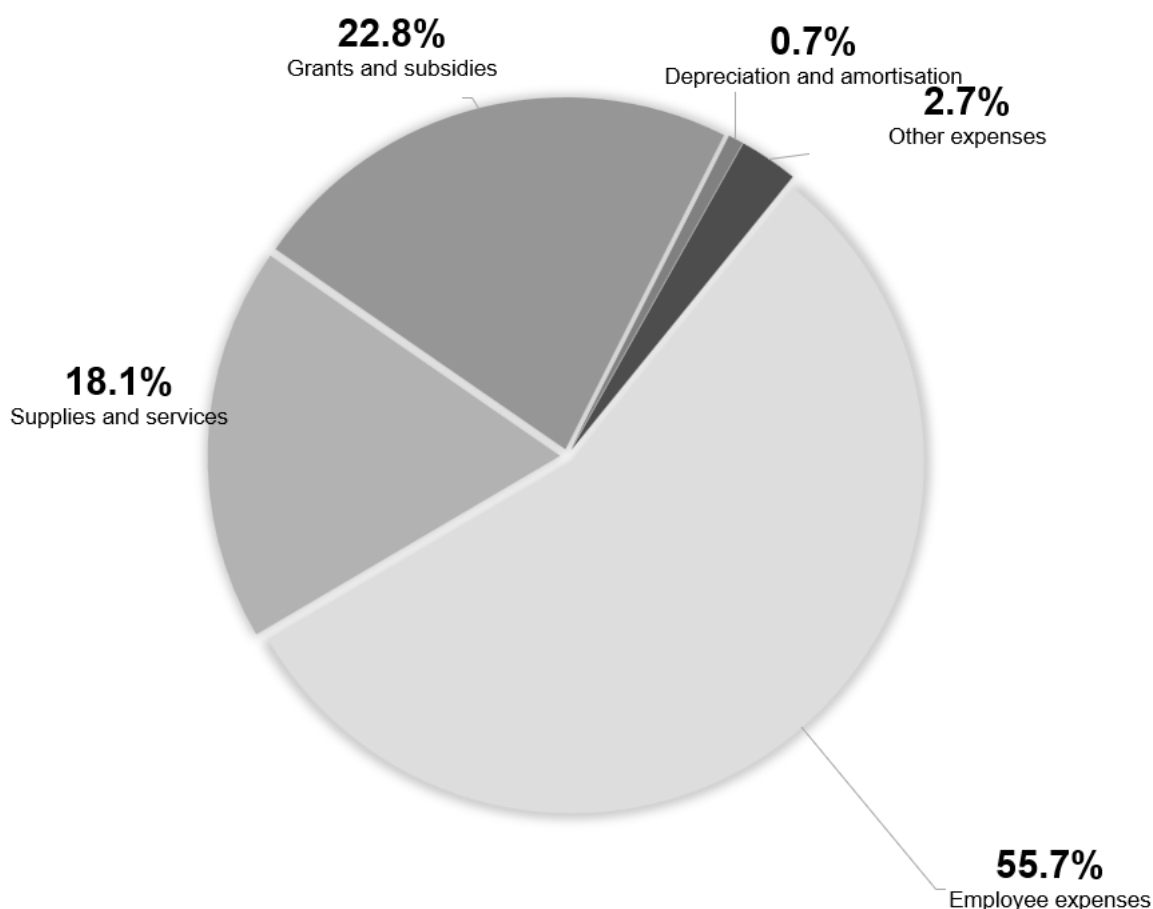


Figure 2: Expenses by category for the year ended 30 June 2026

Expenses	Expenses %	\$ Million
Employee expenses	55.7%	56.44
Supplies and services	18.1%	18.40
Grants and subsidies	22.8%	23.10
Depreciation and amortisation	0.7%	0.72
Impairment losses on financial assets	0.0%	0.01
Other expenses	2.7%	2.73
Total Expenses		101.40

Employee expenses is based on the 341 full-time equivalent employees as at 30 June 2026.

Supplies and services include service procurement expenses of \$2.81 million, services provided by other State Agencies of \$3.98 million, property and motor vehicle expenses of

\$6.94 million, professional and technical fees of \$1.59 million and other operational expenses of \$3.07 million.

Other expenses include items such as insurance costs, audit fees, and services below fair value provided by other departments.

Assets

Our total assets as at 30 June 2026 were \$53.22 million. The value of our assets by category were:

- Cash and cash equivalents – \$30.15 million
- Receivables – \$2.89 million
- Prepayments - \$0.11 million
- Property, plant and equipment – \$20.06 million.

The property, plant and equipment assets held by our department were used to:

- support Aboriginal and Torres Strait Islander Partnerships service delivery
- support women and girls to find the right support and opportunities so they can thrive and achieve
- support people from culturally and linguistically diverse backgrounds and assist in building safe, caring and connected communities.

Liabilities

Our liabilities consist primarily of payables for service procurement, trade creditors and provisions for employee entitlements, deferred appropriation payable to Consolidated Fund, and borrowings.

Our total liabilities as at 30 June 2026 were \$17.2 million. Liabilities by category were:

- Payables – \$15.17 million
- Accrued employee benefits – \$2.03 million.

Administered Payments

In 2025-26, on behalf of the Queensland Government, the department administered total payments and expenses of \$28.86 million mainly including:

- payment of \$23.42 million to the Western Cape Communities Trust
- payment of \$5.19 million to the Family Responsibilities Commission.

Income and expenditure on these Administered items are accounted for separately from our operating accounts. Variances between budget and actual results are explained in the financial statements.

Additional income of \$23.38 million was received in the current year to reimburse prior-year deficit results associated with machinery-of-government changes that transferred services out of the department.

Financial Statements and Independent Auditor's Report

**Department of Women, Aboriginal and Torres
Strait Islander Partnerships and Multiculturalism**

Financial Statements

for the year ended 30 June 2026

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Financial Statements
for the year ended 30 June 2026

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Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Statement of Comprehensive Income
for the year ended 30 June 2026

	Note	2026 \$'000	2025 \$'000
Income from Continuing Operations			
Appropriation revenue	B1-1	99,240	230,858
User charges and fees	B1-2	545	10,470
Grants and other contributions	B1-3	1,348	4,945
Other revenue	B1-4	212	4,016
Total revenue		101,345	250,289
Reversal of revaluation decrement	C3-1	2,722	1,298
Total Income from Continuing Operations		104,067	251,587
Expenses from Continuing Operations			
Employee expenses	B2-1	56,440	81,292
Supplies and services	B2-2	18,399	96,738
Grants and subsidies	B2-3	23,105	43,225
Depreciation and amortisation	B2-4	723	25,638
Impairment losses on financial assets		8	12
Finance/borrowing costs		-	91
Other expenses	B2-5	2,728	3,427
Total Expenses from Continuing Operations		101,403	250,423
Operating Result for the Year		2,664	1,164
Total Comprehensive Income		2,664	1,164

The accompanying notes form part of these financial statements.

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Statement of Comprehensive Income by Major Departmental Services
for the year ended 30 June 2026

	Aboriginal and Torres Strait Islander Partnerships ^{>}		Multicultural Affairs Queensland [^]		Office for Women [^]		Community Services [^]		Arts Queensland [^]		Total	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Income from Continuing Operations												
Appropriation revenue	67,742	76,115	26,039	16,298	5,459	3,062	-	87,201	-	48,182	99,240	230,858
User charges and fees	545	112	-	-	-	-	-	2,728	-	7,630	545	10,470
Grants and other contributions	1,106	3,821	110	287	132	172	-	540	-	125	1,348	4,945
Other revenue	178	1,041	33	12	1	10	-	890	-	2,063	212	4,016
Total revenue	69,571	81,089	26,182	16,597	5,592	3,244	-	91,359	-	58,000	101,345	250,289
Reversal of revaluation decrement	2,722	1,298	-	-	-	-	-	-	-	-	2,722	1,298
Total Income from Continuing Operations	72,293	82,387	26,182	16,597	5,592	3,244	-	91,359	-	58,000	104,067	251,587
Expenses from Continuing Operations												
Employee expenses	47,365	53,055	7,394	5,216	1,681	1,319	-	15,043	-	6,659	56,440	81,292
Supplies and services	13,403	18,742	1,855	1,526	3,141	1,097	-	61,100	-	14,273	18,399	96,738
Grants and subsidies	5,744	9,652	16,651	8,794	710	469	-	10,992	-	13,318	23,105	43,225
Depreciation and amortisation	717	701	5	9	1	2	-	1,811	-	23,115	723	25,638
Impairment losses on financial assets	8	12	-	-	-	-	-	-	-	-	8	12
Finance/borrowing costs	-	-	-	-	-	-	-	-	-	91	-	91
Other expenses	2,429	2,284	246	351	53	85	-	163	-	544	2,728	3,427
Total Expenses from Continuing Operations	69,666	84,446	26,151	15,896	5,586	2,972	-	89,109	-	58,000	101,403	250,423
Operating Result for the Year	2,627	(2,059)	31	701	6	272	-	2,250	-	-	2,664	1,164
Total Comprehensive Income	2,627	(2,059)	31	701	6	272	-	2,250	-	-	2,664	1,164

> In 2024-25, Aboriginal and Torres Strait Islander Partnerships includes transactions from First Nations Treaty Institute post abolishment date of 28 November 2024.

^ In 2024-25, Multicultural Affairs Queensland and Office for Women transactions are from 1 November 2024 to 30 June 2025 due to machinery-of-government changes. Community Services and Arts Queensland transactions are from 1 July 2024 to 31 October 2024, prior to machinery-of-government changes.

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Statement of Financial Position
as at 30 June 2026

	Note	2026 \$'000	2025 \$'000
Current Assets			
Cash and cash equivalents	C1	30,154	32,963
Receivables	C2	2,890	8,254
Prepayments		114	-
Total Current Assets		33,158	41,217
Non-Current Assets			
Property, plant and equipment	C3	20,058	17,995
Total Non-Current Assets		20,058	17,995
Total Assets		53,216	59,212
Current Liabilities			
Payables	C4	15,166	23,206
Accrued employee benefits	C5	2,031	2,454
Total Current Liabilities		17,197	25,660
Total Liabilities		17,197	25,660
Net Assets		36,019	33,552
Equity			
Contributed equity		1,040	1,237
Accumulated surplus		34,979	32,315
Total Equity		36,019	33,552

The accompanying notes form part of these financial statements.

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Statement of Assets and Liabilities by Major Departmental Services
as at 30 June 2026

	Aboriginal and Torres Strait Islander Partnerships Services		Multicultural Affairs ^		Office for Women ^		Total	Total
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Current Assets								
Cash and cash equivalents	27,229	27,366	1,761	3,745	1,164	1,852	30,154	32,963
Receivables	2,379	7,295	452	733	59	226	2,890	8,254
Prepayments	70	-	44	-	-	-	114	-
Total Current Assets	29,678	34,661	2,257	4,478	1,223	2,078	33,158	41,217
Non-Current Assets								
Property, plant and equipment	20,050	17,985	7	8	1	2	20,058	17,995
Total Non-Current Assets	20,050	17,985	7	8	1	2	20,058	17,995
Total Assets	49,728	52,646	2,264	4,486	1,224	2,080	53,216	59,212
Current Liabilities								
Payables	13,300	18,338	1,599	3,815	267	1,053	15,166	23,206
Accrued employee benefits	1,702	2,216	264	150	65	88	2,031	2,454
Total Current Liabilities	15,002	20,554	1,863	3,965	332	1,141	17,197	25,660
Total Liabilities	15,002	20,554	1,863	3,965	332	1,141	17,197	25,660

^ Multicultural Affairs Queensland and Office for Women assets and liabilities were transferred in effective from 1 November 2024 due to the machinery-of-government changes.

Department of Women, Aboriginal and Torres Strait Islander Partnerships Multiculturalism
Statement of Changes in Equity
for the year ended 30 June 2026

	Note	Contributed Equity \$'000	Asset Revaluation Surplus \$'000	Accumulated Surplus \$'000	Total \$'000
Balance as at 30 June 2024		1,307,145	21,655	107,326	1,436,126
Operating Result					
Operating result for the year		-	-	1,164	1,164
Total Comprehensive Income for the Year		-	-	1,164	1,164
Transactions with Owners as Owners					
Net transfers out - Queensland Government entities - MoG *		(1,353,652)	(21,655)	(43,023)	(1,418,330)
Net transfers in - Queensland Government entities - MoG		712	-	-	712
Net transfer between equity		33,152	-	(33,152)	-
Appropriated equity injections	C6-2	29,672	-	-	29,672
Appropriated equity withdrawals	C6-2	(16,086)	-	-	(16,086)
Non-appropriated equity adjustments		294	-	-	294
Net Transactions with Owners as Owners		(1,305,908)	(21,655)	(76,175)	(1,403,738)
Balance as at 30 June 2025*		1,237	-	32,315	33,552
Operating result for the year		-	-	2,664	2,664
Total Comprehensive Income for the Year		-	-	2,664	2,664
Transactions with Owners as Owners					
Non-appropriated equity adjustments		(250)	-	-	(250)
Other – prior year adjustment ^		53	-	-	53
Net Transactions with Owners as Owners		(197)	-	-	(197)
Balance as at 30 June 2026		1,040	-	34,979	36,019

* Balance includes net impact of transfer out of Arts Queensland assets to Department of Education at fair value at 1 November 2024 (MoG date) of (\$21.66) million. This is matched by equivalent value held as an Asset Revaluation Surplus.

^ Relates to correction of machinery-of-government equity injections not accounted for in the prior year.

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Statement of Cash Flows
for the year ended 30 June 2026

	Note	2026 \$'000	2025 \$'000
Cash Flows from Operating Activities			
<i>Inflows:</i>			
Service appropriation receipts		93,810	226,388
User charges and fees		524	3,011
Grants and other contributions		536	4,170
GST input tax credits received from ATO		3,503	13,895
GST collected from customers		41	949
Other inflows		5,921	3,197
<i>Outflows:</i>			
Employee expenses		(56,988)	(80,426)
Supplies and services		(22,330)	(85,189)
Grants and subsidies		(23,618)	(46,401)
Finance/borrowing costs		-	-
GST paid to suppliers		(3,700)	(12,159)
GST remitted to ATO		(41)	(933)
Other outflows		(467)	(2,801)
Net cash (used in) provided by operating activities	CF-1	(2,809)	23,701
Cash Flows from Investing Activities			
<i>Inflows:</i>			
Sales of property, plant and equipment		-	800
Loans and advances redeemed		-	6,699
<i>Outflows:</i>			
Payments for property, plant and equipment		-	(10,609)
Net cash used in investing activities		-	(3,110)
Cash flows from Financing Activities			
<i>Inflows:</i>			
Equity injection		-	29,871
<i>Outflows:</i>			
Borrowing redemptions		-	(6,699)
Equity withdrawals		-	(16,389)
Net cash provided by (used in) financing activities		-	6,783
Net increase in cash and cash equivalents		(2,809)	27,374
Cash and Cash Equivalents - Opening balance		32,963	110,202
Cash transfers from MoG restructure		-	(104,613)
Cash and Cash Equivalents - Closing balance	C1	30,154	32,963

The accompanying notes form part of these financial statements.

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Notes to the Statement of Cash Flows
for the year ended 30 June 2026

CF-1 Reconciliation of Operating Result to Net Cash Provided by Operating Activities

GST cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority is classified as part of operating cash flows.

	Note	2026	2025
		\$'000	\$'000
Operating Result for the Year		2,664	1,164
<i>Non-cash items included in operating result</i>			
Reversal of revaluation increment		(2,722)	(1,298)
Depreciation and amortisation expense	B2-4	723	25,638
Interest capitalised RFFF Loans		-	91
Other non-cash items		-	(91)
<i>Changes in assets and liabilities</i>			
(Increase) decrease in GST input tax credits receivable		(197)	1,752
(Increase) decrease in trade receivables		5,560	(7,533)
(Increase) decrease in prepayments		(115)	(573)
Increase (decrease) in payables		(8,299)	4,375
Increase (decrease) in accrued employee benefits		(423)	176
Net Cash (Used in) Provided by Operating Activities		(2,809)	23,701

A1 Departmental Objectives

The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (the department) is committed to creating a future of equality, inclusion and opportunity for the people and communities it serves. Through measurable action, working in partnership and listening to community, the department seeks to improve social, economic and cultural outcomes for women, Aboriginal and Torres Strait Islander Queenslanders, and people from culturally and linguistically diverse backgrounds.

The department's strategic objectives are:

- Women's equality and economic security enhanced through participation in Queensland's community and economy
- Aboriginal and Torres Strait Islander Queenslanders' economic and life outcomes improved
- Social and economic outcomes enhanced for people from culturally and linguistically diverse backgrounds, through participation in Queensland's community and economy.

The department's services are delivered through the following major service areas:

Office for Women: To improve the economic security of women in Queensland.

This service area supports improvements to Queensland women's economic security by identifying barriers to full social and economic participation and working in partnership with government, community and business to deliver initiatives to help enhance the lives of women and girls.

Aboriginal and Torres Strait Islander Partnerships: To improve the economic and social outcomes for Aboriginal peoples and Torres Strait Islander peoples.

This service area improves the economic and social outcomes for Aboriginal peoples and Torres Strait Islander peoples by working closely with other agencies, peak bodies, local leaders and the community to lift the standards of Aboriginal communities and Torres Strait Islander communities. This includes leading Queensland's coordination and implementation of the National Agreement on Closing the Gap.

Multicultural Affairs Queensland: To improve economic and social outcomes for people from culturally and linguistically diverse backgrounds in Queensland, and to help build safe, caring and connected communities, with a focus on helping new migrant communities overcome barriers to full economic and social involvement and enhancing social cohesion and participation.

This service area improves the economic and social outcomes of Queenslanders by harnessing the skills and expertise of people from culturally and linguistically diverse backgrounds and celebrating the cultural diversity of our State. This involves building safe, caring and connected communities where multicultural communities want to call Queensland home.

The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism contributes to the Government's objectives for the community by working to provide:

A better lifestyle through a stronger economy by working collaboratively with communities, sector and industry partners, and government agencies, to improve employment and home ownership outcomes for Aboriginal and Torres Strait Islander Queenslanders, grow the economy in our regions, strengthen the economic inclusion of people from culturally and linguistically diverse backgrounds, and foster an environment that enables Queensland women to be economically secure.

A plan for Queensland's future by co-ordinating whole-of-government efforts to lift living standards in Aboriginal and Torres Strait Islander communities, particularly in remote and discrete communities where basic amenities are often limited, and by ensuring that Aboriginal and Torres Strait Islander peoples are appropriately included in the planning of the 2032 Olympic and Paralympic Games to showcase Queensland's cultural heritage, and by delivering grant programs and investment to celebrate and support Queensland's diverse multicultural communities, including the Multicultural Connect grant program and the Cairns Chinese Culture and Heritage Centre

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

A2 Basis of Financial Statements Preparation

A2-1 General Information

The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism is a State Government department established under the *Public Sector Act 2022* and controlled by the State of Queensland, which is the ultimate parent.

The head office of the department is 1 William Street, Brisbane QLD 4000.

A2-2 Compliance with Prescribed Requirements

The department has prepared these financial statements in compliance with section 38 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2025.

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

A2-3 Presentation

Currency and Rounding

Amounts included in the financial statements are in Australian dollars and rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required. Due to rounding, totals may not add exactly.

Comparatives

Comparative information reflects the audited 2024-25 parent entity financial statements. Pursuant to section 80 of the *Financial Accountability Act 2009*, the current year is not comparable to the previous year due to the machinery-of-government changes in November 2024 and change in reporting entity basis. The 2024-25 comparative information includes transactions from 1 July 2024 to 31 October 2024 for services that were transferred out due to the machinery-of-government changes. Refer to Note A2-5 and Note A3 for further information.

Current/Non-Current Classification

Assets and liabilities are classified as either 'current' or 'non-current' in the statement of financial position and associated notes.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the department does not have the right at the end of the reporting period to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

A2-4 Authorisation of Financial Statements for Issue

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

A2-5 The Reporting Entity

The reporting entity is the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism. The financial statements include all income, expenses, assets and liabilities and equity of the department.

The department's reporting entity basis has changed from a consolidated (economic) entity basis in 2024-25, to a single entity basis in 2025-26. In 2024-25, Screen Queensland Pty Ltd (SQ) formed part of the reporting entity until 31 October 2024. The transactions and balances of SQ for the period during which it was controlled were assessed as material and, accordingly, the 2024-25 financial statements were prepared and presented on a consolidated (economic entity) basis.

The financial statements for the year ended 30 June 2026 have been prepared on a single-entity basis. SQ ceased to be a controlled entity of the department following machinery-of-government changes effective from 1 November 2024 under the *Administrative Arrangements Order (No. 2) 2024*. As a result, the department had no control over SQ during 2025-26, and there are no transactions, balances or activities relating to SQ included in the current year's financial statements.

A2 Basis of Financial Statements Preparation (continued)

A2-5 The Reporting Entity (continued)

Following the change in reporting entity status, management reassessed the reporting entity in accordance with *AASB 10 Consolidated Financial Statements*, *AASB 101 Presentation of Financial Statements*, *Financial Reporting Requirement 2G Consolidated Financial Statements and Controlled Entities*, and *Financial Reporting Requirement 2B Materiality*. This reassessment concluded that the differences between the parent entity and the economic entity reflected in the 2024-25 comparative information are not material to the 2025-26 financial statements. Accordingly, no consolidated (economic entity) financial statements have been prepared for 2025-26.

The differences between the parent entity and the economic entity in the 2024-25 year predominantly related to grants revenue and grants expense and are disclosed in Note A3.

A2-6 Basis of Measurement

Historical cost is used as the measurement basis in this financial report except for land and buildings which are measured at fair value.

Historical Cost

Under historical cost, assets are recorded at the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire assets at the time of their acquisition. Liabilities are recorded at the amount of proceeds received in exchange for the obligation or at the amounts of cash or cash equivalents expected to be paid to satisfy the liability in the normal course of business.

Fair Value

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique. Where fair value is used, the fair value approach is disclosed. Refer to Note C3-7 for further information about fair value measurement by the department.

A2-7 Controlled and Administered Transactions and Balances

Transactions and balances are controlled by the department where they can be deployed for the achievement of the departmental objectives.

The department administers, but does not control, certain activities on behalf of the Queensland Government. In doing so, it has responsibility for administering those activities (and related transactions and balances) efficiently and effectively but does not have the discretion to deploy those resources for the achievement of the department's own objectives.

The department has elected to report the administered transactions and balances as notes (refer to Section G) within the department's overall financial statements. Accounting policies applicable to administered items are consistent with the equivalent policies for controlled items, unless stated otherwise.

The department's administered ledger is used for the following purposes:

- The payment to the Western Cape Community Trust to provide and benefit the general welfare of the communities described under the Western Cape Co-Existence Agreement, including the Aboriginal communities and Traditional Owners of Western Cape York Peninsula.
- The payment to the Family Responsibilities Commission to support welfare reform and responsible standards of behaviour, local authority and wellbeing.

A2-8 Taxation

The department is exempt from the *Income Tax Assessment Act 1936* and Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only taxes accounted for by the department. GST credits receivable from, and GST payable to, the Australian Taxation Office (ATO) are recognised at net (refer to Note C2).

A3 Change in reporting entity basis post 2024-25 machinery-of-government (MoG) changes

On 1 November 2024 and on 21 November 2024, *Public Service Departmental Arrangements Notice (No.9) 2024* and *Public Service Departmental Arrangements Notice (No.10) 2024* were issued triggering a restructure of government departments and functions administered by departments. The machinery-of-government (MoG) change included the transfer of functions outlined in the below table. Pursuant to section 80 of the *Financial Accountability Act 2009*, for financial reporting purposes the effective date of the transfers was 1 November 2024.

Transfer from (In)	Transfer to (Out)
Queensland Health - Office for Women Former Department of Child Safety, Seniors and Disability Services - Multicultural Affairs Queensland Department of the Premier and Cabinet - Office of First Nations Engagement and Innovation	Department of Education - Arts Queensland (State Library of Queensland, Queensland Art Gallery, Queensland Museum, Queensland Performing Arts Trust, Queensland Theatre Company) - Screen Industry Development (Screen Queensland Pty Ltd) Department of Families, Seniors, Disability Services and Child Safety - Community Services Department of Local Government, Water and Volunteers - Community Recovery - Volunteering Department of Justice - Queensland State Archives Department of the Premier and Cabinet - Veterans Affairs (Queensland Veterans Council and Secretariat, and Office for Veterans) Department of Housing and Public Works - Youth Engagement

Due to the department's change in reporting entity basis from a consolidated (economic) entity to a single entity basis, all transactions and balances for controlled entities that would have been included in the 2024-25 economic entity comparatives, are no longer disclosed. Entities controlled by or associated with Arts Queensland until the machinery-of-government came into effect are noted as follows:

Controlled entities up to 31 October 2024	Associated entity up to 31 October 2024
Screen Queensland Pty Ltd Aboriginal Performing Arts Centre Queensland Music Festival Pty Ltd	Major Brisbane Festivals Pty Ltd

In accordance with AASB 10 *Consolidated Financial Statements* and FRR 2G *Consolidated Financial Statements and Controlled Entities*, only Screen Queensland Pty Ltd (SQ) was deemed material for inclusion in the economic entity in 2024-25.

The largest differences between the economic entity and parent entity in 2024-25 are noted as follows:

		Economic \$'000	Parent \$'000	Variance \$'000
2024-25				
Statements of Comprehensive Income				
Income	Grants and other contributions	24,324	4,945	19,379
Expenses	Grants and subsidies	54,173	43,225	10,948
Statements of Cash Flows – Operating activities				
Inflows	Grants and other contributions	55,374	4,170	51,204
Outflows	Grants and subsidies	57,350	46,401	10,949

Our Performance

B1 Income

B1-1 Appropriation Revenue

Reconciliation of Payments from Consolidated Fund to Appropriation Revenue Recognised in Operating Result

	2026 \$'000	2025 \$'000
Original budget appropriation	169,020	517,719
Supplementary amounts:		
Transfers (to)/from other departments	-	(247,881)
Transfers (to)/ from other headings (variation in headings)	(13,710)	-
Lapsed appropriation revenue	(61,500)	(43,450)
Total Appropriation Receipts (cash)	93,810	226,388
Plus: Opening balance of appropriation revenue payable	14,616	33,769
Less: Transfer of deferred appropriation revenue payable to other Queensland Government entities – machinery-of-government changes	-	(14,683)
Less: Closing balance of appropriation revenue payable	(9,186)	(14,616)
Net Appropriation Revenue	99,240	230,858
Appropriation Revenue Recognised in Statement of Comprehensive Income	99,240	230,858

Appropriations provided under the *Appropriation Act 2025* are recognised as revenue when received. The unpaid amount of annual appropriation revenue is recognised as 'lapsed' appropriation where payment of funding is deferred, transferred, returned or lapsed. Where the department has an obligation to return unspent (or unapplied) appropriation receipts to Consolidated Fund at year end (a deferred appropriation repayable to Consolidated Fund), a liability is recognised with a corresponding reduction to appropriation revenue, reflecting the net appropriation revenue position with Consolidated Fund for the reporting period. Capital appropriations are recognised as adjustments to equity - refer to Note C6-2.

B1-2 User Charges and Fees

	2026 \$'000	2025 \$'000
Cultural Centre Carpark Revenue – Arts Queensland	-	2,682
Facility Management Revenue – Arts Queensland	-	4,494
Service delivery revenue – Community Services	-	2,681
Rent received - Arts Queensland	-	454
Other fees and charges – Aboriginal and Torres Strait Islander Partnerships	545	159
Total User Charges and Fees	545	10,470

B1 Income (continued)

B1-3 Grants and Other Contributions

	2026 \$'000	2025 \$'000
Other grants and contributions		
Queensland Government grants	536	2,563
Other grants and contributions	-	125
Services received below fair value	812	2,257
Total	1,348	4,945

Accounting policy – Grants and contributions

Grants and contributions revenue arise from non-exchange transactions where the department does not directly give approximately equal value to the grantor.

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the department to transfer goods or services to a third-party on the grantor's behalf, the transaction is accounted for under *AASB 15 Revenue from Contracts with Customers*. In this case, revenue is initially deferred (as a contract liability) and recognised as or when the performance obligations are satisfied.

Otherwise, the grant is accounted for under *AASB 1058 Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding.

Accounting policy - Services received below fair value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and expense.

B1-4 Other Revenue

	2026 \$'000	2025 \$'000
Insurance compensation - property damages *	-	1,930
Expenditure recoveries	2	23
Grant and service procurement refunds ^	113	267
Interest receipts *	-	91
Other	97	1,705
Total	212	4,016

*. Prior year comparative relates to Arts Queensland that transferred out on 1 November 2024 due to machinery-of-government changes.

^ These refunds mainly relate to the return of prior year unspent funds by non-government organisations.

B2 Expenses

B2-1 Employee Expenses

	2026 \$'000	2025 \$'000
Employee Benefits		
Wages and salaries	42,615	61,215
Employer superannuation contributions	6,234	8,683
Annual leave levy	4,703	6,387
Long service leave levy	1,060	1,573
Other employee benefits	1,053	1,848
	55,665	79,706
Employee Related Expenses		
Workers' compensation premium	212	511
Other employee related expenses	563	1,075
	775	1,586
Total	56,440	81,292
Number of FTEs		
	2026	2025
Number of full-time equivalent employees	341	373

Accounting policy – Wages and salaries

Wages and salaries due, but unpaid at reporting date, are recognised in the statement of financial position at the current salary rates. As the department expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts. Wages and salaries include any non-vesting sick leave that has been paid by the department during the financial year.

Accounting policy – Annual leave and Long service leave

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

Accounting policy – Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust) as determined by the employee's conditions of employment.

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

Defined Benefit Plan - The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. The amount of contributions for defined benefit plan obligations is based upon the rates determined on the advice of the State Actuary. Contributions are paid by the department at the specified rate following completion of the employee's service each pay period. The department's obligations are limited to those contributions paid.

B2 Expenses (continued)

B2-1 Employee Expenses (continued)

Accounting policy – Workers' compensation premiums

The department pays premiums to WorkCover Queensland in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees but is not counted in an employee's total remuneration package. It is not employee benefits and is recognised separately as employee related expenses.

Key management personnel and remuneration disclosures are detailed in Note F1.

B2-2 Supplies and Services

	Note	2026 \$'000	2025 \$'000
Service procurement *		2,809	53,049
Services provided by other State Agencies under MoU	F2	3,984	5,796
Property and motor vehicle expenses		5,547	9,944
Property support, repairs and maintenance costs		1,395	14,070
Professional and technical fees		1,591	8,201
Other supplies and services		3,073	5,678
Total		18,399	96,738

* Services provided by external parties for the frontline outsourced service delivery for the departmental services. 98% of the prior year comparative relates to Community Services that transferred out on 1 November 2024 due to machinery-of-government changes.

Accounting policy - Property and Motor Vehicle Expenses

The majority of the property and motor vehicle expenses relate to arrangements where the Department of Housing and Public Works (DHPW) provides the department with access to office accommodation and motor vehicles under government-wide frameworks. These arrangements are categorised as procurement of services rather than as leases because the DHPW has substantive substitution rights over the assets.

Accounting policy - Distinction between Service Procurement and Grants

For a transaction to be classified as service procurement, the value of goods or services received by the department must be of approximately equal value to the value of the consideration exchanged for those goods or services. Where this is not the substance of the arrangement, the transaction is classified as a grant (refer to Note B2-3).

B2-3 Grants and Subsidies ^

	2026 \$'000	2025 \$'000
Aboriginal and Torres Strait Islander Partnerships	5,722	9,746
Community Services	-	10,898
Arts Queensland	-	13,318
Multicultural Affairs Queensland	16,649	8,794
Office for Women	710	469
Donations and gifts	24	-
Total	23,105	43,225

^ Refer to B2-2 for the accounting policy on the distinction between service procurement and grants.

B2 Expenses (continued)

B2-4 Depreciation and Amortisation

	2026 \$'000	2025 \$'000
Depreciation - property, plant and equipment (refer C3-1)	723	25,517
Amortisation - intangible assets	-	121
Total	723	25,638

Refer to Notes C3-5 for the accounting policies for depreciation expenses.

B2-5 Other Expenses

	2026 \$'000	2025 \$'000
Insurance premiums - Queensland Government Insurance Fund	214	867
Queensland Audit Office - external audit fees ^	242	286
Special payments - ex gratia payments <	-	9
Other *	2,272	2,265
Total	2,728	3,427

^ Total audit fees quoted by the Queensland Audit Office relating to the 2025-26 financial statements are \$0.235 million (2024-25: \$0.293million). There are no non-audit services included in this amount.

< Special payments represent ex gratia expenditure and other expenditure that the department is not contractually or legally obligated to make to other parties. Special payments in 2024-25 included a payment over \$5,000 in connection with the settlement of an employment related matter.

* Other expenses includes services below fair value, in relation to storage of physical and digital records provided by Queensland State Archives.

Our Financial Position

C1 Cash and Cash Equivalents

	2026 \$'000	2025 \$'000
Cash at bank	30,154	32,963
Total	30,154	32,963

Accounting policy - Cash and Cash equivalents

For the purposes of the statement of financial position and the statement of cash flows, cash assets include all cash and cheques receipted but not banked on 30 June 2026.

C2 Receivables

	2026 \$'000	2025 \$'000
Current		
Trade and other debtors	971	6,660
Less: Loss allowance	(7)	-
	964	6,660
 GST input tax credits receivable	 413	 216
Annual leave reimbursements	1,064	1,023
Long service leave reimbursements	449	355
Total	2,890	8,254

Accounting policy – Receivables

Receivables are measured at amortised cost which approximates their fair value at reporting date. Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e., the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date for the department.

Accounting policy – Impairment of receivables

The collectability of receivables is assessed periodically with a loss allowance being made to reflect lifetime expected credit losses which considers reasonable and supportable forward-looking information. Where the department has no reasonable expectation of recovering an amount owed by a debtor, the debt is written off by directly reducing the receivable against the loss allowance. If the amount of the debt written off exceeds the loss allowance, the excess is recognised as an impairment loss.

Disclosure – Credit risk of receivables

The majority of the department's receivables are from the State Government or Commonwealth agencies who are expected to have an insignificant, and therefore immaterial, level of credit risk exposure. No loss allowance is recorded for these receivables on the basis of materiality.

C3 Property, Plant and Equipment and Depreciation Expense

C3-1 Closing Balances and Reconciliations of Carrying Amount

	Land		Buildings		Heritage and Cultural Assets		Plant and Equipment		Capital Works in Progress		Total	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Gross	1,000	1,000	39,210	36,988	-	-	1,153	1,153	64	118	41,427	39,259
Less accumulated depreciation	-	-	(20,348)	(20,350)	-	-	(1,021)	(914)	-	-	(21,369)	(21,264)
Carrying amount at 30 June	1,000	1,000	18,862	16,638	-	-	132	239	64	118	20,058	17,995
<i>Represented by movements in carrying amount:</i>												
Carrying amount at 1 July	1,000	339,099	16,638	393,824	-	436,186	239	8,307	118	197,341	17,995	1,374,757
Acquisitions	-	-	-	-	-	-	-	6	64	11,008	64	11,014
Net Transfers out to other Queensland Government entities MoG *	-	(338,099)	-	(369,808)	-	(419,806)	-	(7,613)	-	(208,231)	-	(1,343,557)
Transfers between asset classes	-	-	118	-	-	-	-	-	(118)	-	-	-
Net revaluation increments recognised in operating result	-	-	2,722	1,298	-	-	-	-	-	-	2,722	1,298
Depreciation	-	-	(616)	(8,676)	-	(16,380)	(107)	(461)	-	-	(723)	(25,517)
Carrying amount at 30 June	1,000	1,000	18,862	16,638	-	-	132	239	64	118	20,058	17,995

* Transactions relate to Community Services and Arts Queensland which transferred out effective 1 November 2024 due to the machinery-of-government changes. Refer to Note A3 for further information.

C3 Property, Plant and Equipment and Depreciation Expense (continued)

C3-2 Recognition and Acquisition

Accounting policy – Recognition

Basis of Capitalisation and Recognition Thresholds

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

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

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

Expenditure on property, plant and equipment is capitalised where it is probable that it will increase the future service potential or useful life of the existing asset. Maintenance expenditure that merely restores original service potential (lost through ordinary wear and tear) is expensed.

Componentisation of complex assets

Complex assets comprise separately identifiable components (or groups of components) of significant value, that require replacement at regular intervals and at different times to other components comprising the asset.

On initial recognition, the asset recognition thresholds outlined above apply to the asset as a single item. Where the asset qualifies for recognition, components are then separately recorded when their value is significant relative to the total cost of the complex asset.

When a separately identifiable component (or group of components) of significant value is replaced, the existing component(s) is derecognised. The replacement component(s) is capitalised when it is probable that future economic benefits from the significant components will flow to the department in conjunction with other components comprising the complex asset and the cost exceeds the asset recognition thresholds specified above. Replacement components that do not meet the asset recognition thresholds for capitalisation are expensed. Components are valued on the same basis as the asset class to which they relate.

Accounting policy - Cost of Acquisition

Historical cost is used for the initial recording of all property, plant and equipment acquisitions. Historical cost is determined as the value given as consideration and costs incidental to the acquisition (such as architect's fees and engineering design fees), plus all other costs incurred in getting the assets ready for use.

Where assets are received free of charge from another State Government entity, whether as a result of a machinery-of-government change, or other involuntary transfer, the acquisition is recognised as the carrying amount in the books of the other entity immediately prior to the transfer.

C3-3 Measurement Using Historical Cost

Accounting policy

Plant and equipment are measured at historical cost in accordance with the Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. The carrying amounts for such plant and equipment is not materially different from their fair value.

C3-4 Measurement Using Fair Value

Accounting policy

Land and building assets are measured at fair value as required by Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation (refer to Note C3-1).

The cost of items acquired during the financial year has been judged by management to materially represent their fair value at the end of the reporting period.

C3 Property, Plant and Equipment and Depreciation Expense (continued)

C3-4 Measurement Using Fair Value (continued)

Accounting policy (continued)

Property, plant and equipment classes measured at fair value are revalued on an annual basis either by appraisals undertaken by an independent professional valuer or by the use of appropriate and relevant indices.

Use of Specific Appraisals

Comprehensive revaluations using independent professional valuers are undertaken at least once every five years. However, if a particular asset class experiences significant and volatile changes in fair value, the class is subject to specific appraisal in the reporting period, where practicable, regardless of the timing of the last specific appraisal.

The fair values reported by the department are based on appropriate valuation techniques that maximise the use of available and relevant observable inputs and minimise the use of unobservable inputs. A revaluation adjustment is recorded when the difference between the carrying amount and the fair value of an asset is material.

Use of Indices

Where assets have not been specifically appraised in the reporting period, their previous valuations are materially kept up to date via the application of relevant indices. The department ensures that the application of such indices results in valid estimation of the assets' fair values at reporting date. Valuers supply the indices used for the various types of assets. Such indices are either publicly available or are derived from market information available to valuers.

Valuers provide assurance of the robustness, validity and appropriateness of the indices for application to the relevant assets. Management assesses and confirms the relevance and suitability of indices provided by valuers based on the department's own particular circumstances.

Accounting for Changes in Fair Value

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

For assets revalued using a cost valuation approach (e.g. current replacement cost) - accumulated depreciation is adjusted to equal the difference between the gross amount and carrying amount.

For assets revalued using a market valuation approach - accumulated depreciation is eliminated against the gross amount of the asset prior to restating for the revaluation.

The department depleted its asset revaluation reserve in the 2011-12 financial year and a \$201 million revaluation decrement was recognised. The decrement was due to the revaluation of rental housing stock at fair value prior to the asset transfer to the former Department of Housing and Public Works. The fair value of the housing stock was significantly lower than the book value due to economic factors impacting on the property market at that time.

The revaluation increment on the department's land and buildings is recognised as revenue in the statement of comprehensive income as a reversal of the revaluation decrement, until the carrying amount of the asset revaluation decrements are extinguished.

As at 30 June 2026, the carrying amount of the asset revaluation decrements were \$40.95 million (2024-25: \$40.95 million) for land and \$18.46 million (2024-25: \$21.18 million) for buildings.

C3-5 Depreciation Expense

Accounting policy

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

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

C3 Property, Plant and Equipment and Depreciation Expense (continued)

C3-5 Depreciation Expense (continued)

Accounting policy (continued)

Straight line depreciation is used as that is consistent with the even consumption of service potential of these assets over their useful life to the department. Separately identifiable components of assets are depreciated according to the useful lives of each component.

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

Assets under construction (work-in-progress) are not depreciated until they are ready for use. These assets are then reclassified to the relevant class within property, plant and equipment.

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

For the department's depreciable assets, the estimated amount to be received on the disposal at the end of their useful life (residual value) is determined to be zero.

Depreciation Rates

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

Asset			
Buildings	1%	to	6%
Plant and Equipment	5%	to	25%

C3-6 Impairment

Accounting policy

All property, plant and equipment assets are assessed for indicators of impairment on an annual basis or, where the asset is measured at fair value, for indicators of a change in fair value/service potential since the last valuation was completed.

Where indicators of a material change in fair value or service potential since the last valuation arise, the asset is revalued at the reporting date under AASB 13 *Fair Value Measurement*. If an indicator of possible impairment exists, the department determines the asset's recoverable amount under AASB 136 *Impairment of Assets*. The recoverable amount is equal to the higher of the fair value less costs of disposal.

C3-7 Fair Value Measurement

Fair Value Measurement Hierarchy

All assets of the department for which fair value is measured are categorised within the following fair value hierarchy:

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

None of the department's valuations of assets or liabilities are eligible for categorisation into level 1.

C3 Property, Plant and Equipment and Depreciation Expense (continued)

C3-7 Fair Value Measurement (continued)

Categorisation at Fair Value

	Level 2		Level 3		Total	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Land						
Aboriginal and Torres Strait Islander Partnerships ^	-	1,000	1,000	-	1,000	1,000
Total Carrying Amount	-	1,000	1,000	-	1,000	1,000
Buildings						
Aboriginal and Torres Strait Islander Partnerships	2,716	2,302	16,146	14,336	18,862	16,638
Total Carrying Amount	2,716	2,302	16,146	14,336	18,862	16,638

^ Level 3 The department is the trustee of various reserve lands which are valued at a nominal value of \$1 per parcel as land is held in trust for the local community. Land assets valued at \$1m were transferred to level 3 from level 2 as there were no observable inputs to determine fair value.

Level 3 Fair Value Measurement - Reconciliation

	Land		Buildings		Heritage and cultural assets	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Carrying amount at 1 July	-	171	14,336	390,884	-	436,186
Disposals	-	-	-	-	-	-
Transfers out to other Queensland Government entities	-	(171)	-	(369,097)	-	(419,806)
Transfers in from other Queensland Government entities	-	-	-	-	-	-
Transfers into level 3 from level 2	1,000	-	-	-	-	-
Net revaluation increments/ (decrements) in operating surplus	-	-	2,362	1,145	-	-
Depreciation	-	-	(552)	(8,596)	-	(16,380)
Carrying amount at 30 June	1,000	-	16,146	14,336	-	-

Basis for Fair Values of Assets

APV Valuers & Asset Management undertook a comprehensive revaluation of land and building assets supporting all service areas. The revaluation processes included physical inspection and measurement of relevant land and building assets. The effective date of the revaluation is 30 June 2026. Management have confirmed there has been no significant shift in the values since the revaluation was undertaken.

The valuation approach for the department's land assets was a cost-based approach due to limited information in the open market. APV considered publicly available data on recently sold properties which are of a similar type, comparing the characteristics of the land, such as size, zoning, topography and configuration etc. There were no observable inputs due to the specific land zoning placed on the department's land. APV have determined the cost of acquiring the land as fair value which resulted in the change in fair value hierarchy from Level 2 to Level 3.

The department's general-purpose buildings (level 2 category) reflect a cost-based assessment as their valuation approach. This included residential properties where the relevant inputs were able to be observed from current market evidence.

C3 Property, Plant and Equipment and Depreciation Expense (continued)

C3-7 Fair Value Measurement (continued)

Basis for Fair Values of Assets (continued)

The department's special purpose buildings (level 3 category) as well as buildings where due to external circumstances there was no evidence to support a market-based approach, are valued using current replacement cost as their valuation approach. Under this approach the cost to replace the asset is calculated and then adjusted to take account of any obsolescence. Key inputs used in this approach include the condition of the building assets, legal and commercial obsolescence. Current replacement cost is estimated based on data from construction guides including Rawlinsons Australian Construction Handbook and the costing guides issued by the Australian Institute of Australian Quantity Surveyors, data from the Australian Bureau of Statistics, and the valuer's internal research.

The department is also the trustee of 37 (2024-25: 37) parcels of reserve land which are valued at a nominal value of \$1 per parcel as land is held in trust for the local community - Deed of Grant in Trust (DOGIT) Land. The department controls buildings on reserve land, including Retail Stores and other buildings (refer to Note C3-8). As there is no active market for departmentally owned buildings on DOGIT land, the current replacement cost approach is used.

C3-8 Retail Stores and Community Facilities Divestment Program

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

These assets include:

- Mona Mona (land held in trust and a meeting shed) - value \$0.90 million (2024-25: \$0.90 million)
- Residential dwellings and land held in trust, Irvinebank - value \$0.58 million (2024-25: \$0.56 million)
- A number of reserves in remote locations in the Torres Strait and on the mainland. The majority of these reserves are valued at \$1 in accordance with The *Land Act 1994* which enables unallocated state land held in trust for the local community to be valued at a nominal amount.

The department currently controls a number of Retail Stores and associated housing assets in remote communities. These assets are valued at \$13.16 million (2024-25: \$11.49 million). Community Enterprise Queensland currently operates the Retail Stores under memorandum of understanding arrangements whereby they are charged rent that does not exceed total depreciation expense incurred by the department. The department also controls the Lockhart River Multi-Tenant Service Centre \$2.12 million (2024-25: \$2.07 million).

C4 Payables

	2026 \$'000	2025 \$'000
Current		
Trade creditors and accruals	4,876	7,205
Grants and subsidies payable	827	1,340
Deferred appropriation payable to Consolidated Fund	9,186	14,616
Other	277	45
Total	15,166	23,206

Accounting policy – Payables

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase or contract price, gross of applicable trade and other discounts. Amounts owing are unsecured.

Payment terms are normally 30 days but for small businesses, the On-time Payment Policy applies which requires payment within 20 days.

C5 Accrued Employee Benefits

	2026 \$'000	2025 \$'000
Current		
Salaries and wages payable	371	835
Annual leave levy payable	1,362	1,338
Long service leave levy payable	298	281
Total Current	2,031	2,454

Accounting policy - Accrued Employee Benefits

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

C6 Equity

C6-1 Contributed Equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* specifies the principles for recognising contributed equity by the department. The following items are recognised as contributed equity by the department during the reporting and comparative years:

- Appropriations for equity adjustments (refer to Note C6-2); and
- Non-reciprocal transfers of assets and liabilities between Wholly-Owned Queensland State Public Sector entities as a result of machinery-of-government changes.

C6-2 Appropriations Recognised in Equity

Reconciliation of payments from consolidated fund to equity adjustment

	2026 \$'000	2025 \$'000
Budgeted equity adjustment appropriation	-	25,441
Supplementary amounts:		
Transfers from/(to) other departments	-	(12,165)
Equity Adjustment Receipts (Payments)	-	13,276
Plus: Opening balance of equity adjustment payable	-	310
Equity Adjustment Recognised in Contributed Equity	-	13,586

Risks and Other Accounting Uncertainties

D1 Financial Risk Disclosures

D1-1 Financial Instrument Categories

Financial assets and financial liabilities are recognised in the statement of financial position when the Department becomes party to the contractual provisions of the financial instrument.

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

	Note	2026 \$'000	2025 \$'000
Financial Assets			
Cash and cash equivalents	C1	30,154	32,963
Financial assets at amortised cost:			
Current receivables	C2	2,890	8,254
Total financial assets		33,044	41,217
Financial Liabilities			
Financial liabilities at amortised cost - comprising:			
Payables	C4	15,166	23,206
Total financial liabilities at amortised cost		15,166	23,206

D1-2 Risks Arising from Financial Instruments

Financial risk management is implemented pursuant to government and department's policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the department.

All financial risk is managed by the accounting and reporting division under policies approved by the department. The department provides written principles for overall risk management, as well as policies covering specific areas.

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

Risk Exposure	Measurement Method
Credit risk	Ageing analysis, earnings at risk
Liquidity risk	Sensitivity analysis, where material
Market risk	Interest rate sensitivity analysis, where material

D1-3 Credit Risk

The department typically considers a financial asset to be in default when it becomes 90 days past due. However, a financial asset can be in default before that point if information indicates that the department is unlikely to receive the outstanding amounts in full. The department's assessment of default does not take into account any collateral or other credit enhancements.

Credit risk is the risk that the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.

Credit risk exposure relating to receivables is disclosed in Note C2. Management review and follow up aged receivables monthly to minimise the credit risk exposure of the department.

D1 Financial Risk Disclosures (continued)

D1-3 Credit Risk (continued)

There is minimal credit risk of the assets and liabilities of the department as at 30 June 2026.

D1-4 Liquidity Risk

Liquidity risk is the risk that the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or other financial assets.

There is no liquidity risk of the assets and liabilities of the department as at 30 June 2026.

D1-5 Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

The department does not trade in foreign currency and is not materially exposed to commodity price changes or other market prices.

D2 Contingencies

Native Title Claims over Departmental Assets

As at reporting date native title claims exist that covers departmental land with buildings and site improvements with a carrying value of \$0.81 million (2024-25: \$0.81 million). At the reporting date it is not possible to make an estimate of any probable outcome of these claims, or any financial effects.

D3 Commitments

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

	2026 \$'000	2025 \$'000
Capital expenditure commitments		
Land and buildings		
No later than one year	138	-
	138	-

D4 Future Impact of Accounting Standards Not Yet Effective

At the date of authorisation of the financial statements, the expected impacts of new or amended Australian Accounting Standards issued but with future effective dates are set out below:

AASB 18 Presentation and Disclosure in Financial Statements

AASB 18 applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028, which will be the 2028-29 financial year for the department.

This standard sets out new requirements for the presentation of the Statement of Comprehensive Income, requires new disclosures about management-defined performance measures and removes existing options in the classification of dividends and interest received and interest paid in the Statement of Cash Flows. AASB 18 will only affect presentation and disclosure, it will not affect the recognition or measurement of any reported amounts.

In October 2025, the AASB released Exposure Draft ED 338 which proposed several amendments that, if legislated, would permit relief from the majority of the presentation and disclosure requirements by not-for-profit public sector entities via an explicit accounting policy choice. The department will further assess the expected impacts of AASB 18 in subsequent reporting periods once the AASB issues a final amending standard and Queensland Treasury has communicated its policy intentions in respect of accounting policy choices permitted by the standard.

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

Performance compared to Budget

E1 Budgetary Reporting Disclosures

This section contains explanations of major variances between the department's actual 2025-26 financial results and the original budget presented to Parliament.

E1-1 Explanation of Major Variances – Statement of comprehensive income

	Variance Note	Actual 2026 \$'000	Budget 2026 \$'000	Budget Variance 2026 \$'000
Income from Continuing Operations				
Appropriation revenue	1	99,240	169,020	(69,780)
User charges and fees		545	119	426
Grants and other contributions		1,348	-	1,348
Other revenue		212	542	(329)
Total revenue		101,345	169,681	(68,336)
Reversal of revaluation decrement		2,722	-	2,722
Total Income from Continuing Operations		104,067	169,681	(65,614)
Expenses from Continuing Operations				
Employee expenses	2	56,440	90,430	33,990
Supplies and services	3	18,399	27,579	9,180
Grants and subsidies	4	23,105	50,615	27,510
Depreciation and amortisation		723	718	(5)
Impairment losses on financial assets		8	-	(8)
Other expenses		2,728	659	(2,069)
Total Expenses from Continuing Operations		101,403	170,001	68,598
Operating Result for the Year		2,665	(320)	2,984
Total Comprehensive Income		2,665	(320)	2,984

Variance notes

1. Appropriation revenue

Appropriation revenue was \$69.78 million lower than the budget of \$169.02 million. The total underspend is largely due to a net underspend of \$51.85 million relating to the Closing the Gap Priorities Fund, including funds transferred out to Department of Local Government, Water and Volunteers (DLGWV) for the Woorabinda critical water infrastructure project (\$18.00 million) and deferral of the remaining funds (\$35.65 million) to 2026-27, offset by 2024-25 EOFY adjustment (\$1.80 million). Other material movements include the deferral of the Regional Infrastructure Fund (\$4.96 million) to 2026-27 and transfer of funds for the Return to Work Program (\$5.00 million) to Department of Trade, Employment and Training (DTET).

2. Employee Expenses

Employee expenses was \$34.0 million lower than the budgeted \$90.4 million. \$19.7 million of the underspend is due to funds, initially intended for 49 FTE's to carry out various Path To Treaty related initiatives, being redirected by the Queensland Government to the Closing the Gap Priorities Fund following the repeal of the *Path to Treaty Act 2023* on 29 November 2024. This funding was subsequently treated as grants. \$10.9 million of the budget underspend was also redirected to Supplies and Services expenses in order to align costings with the department's current structure since the last machinery-of-government (MOG) change.

E1 Budgetary Reporting Disclosures (continued)

E1-1 Explanation of Major Variances – Statement of comprehensive income (continued)

Variance notes (continued)

3. Supplies and Services

Supplies and Services expense was \$9.2 million lower than budget, mainly due to a realignment of budget which resulted in net funds of \$7.8 million being reallocated. \$18.7 million was redirected out to grants for the Closing the Gap Priorities Fund; and \$10.9 million was redirected in from Employee expenses to realign costings from prior MOG changes. The department also had budget savings in travel (\$0.8 million) and repairs and maintenance (\$0.3million).

4. Grants and subsidies

The 2026 budget of \$50.6 million is underspent by \$27.5 million. \$13.1 million related to funding for the Closing the Gap Priorities Fund priorities which was deferred, consistent with Appropriation revenue explanation above. Other material movements included the deferral of the Regional Infrastructure Fund (\$5.0 million) to 2026-27 and transfer of funds for the Return to Work Program (\$5.0 million) to DTET.

E1 Budgetary Reporting Disclosures (continued)

E1-2 Explanation of Major Variances – Statement of financial position

	Variance Note	Actual 2026 \$'000	Budget 2026 \$'000	Budget Variance 2026 \$'000
Current Assets				
Cash and cash equivalents	5	30,154	24,631	5,523
Receivables		2,890	2,109	781
Other		114	(30)	144
Total Current Assets		33,158	26,710	6,448
Non-Current Asset				
Property, plant and equipment	6	20,058	18,225	1,833
Intangibles		-	(1)	1
Total Non-Current Assets		20,058	18,224	1,834
Total Assets		53,216	44,934	8,282
Current Liabilities				
Payables	7	15,166	12,651	(2,515)
Accrued employee benefits		2,031	2,377	346
Total Current Liabilities		17,197	15,028	(2,169)
Net Assets/Total Equity		36,019	29,906	6,113

Variance notes

5. Cash and cash equivalents

The Cash balance is \$5.5 million more than budget due to i) \$7.6 million more than budget in the opening cash balance as a result of the 2024-25 financial results; ii) \$3.0 million budget overspend in cashflow operating activities; and iii) capital budget underspend of \$1.2 million (consistent with property, plant and equipment explanatory note below).

6. Property, plant and equipment

Property, plant and equipment is \$1.8 million higher than budget mainly due to an unbudgeted revaluation increment of \$2.7 million on land and buildings. This is offset by \$1.2 million in capital expenditure budget that was not spent during the year.

7. Payables

The Payables balance is \$2.5 million higher than budget due to \$1.7 million in approved unbudgeted funds payable to the Administered ledger (refer note G1-8).

E1 Budgetary Reporting Disclosures (continued)

E1-3 Explanation of Major Variances – Statement of Cash Flows

	Variance Note	Actual 2026 \$'000	Budget 2026 \$'000	Budget Variance 2026 \$'000
Cash Flows from Operating Activities				
<i>Inflows:</i>				
Service appropriation receipts	8	93,810	169,020	(75,210)
User charges and fees		524	1,332	(808)
Grants and other contributions		536	-	536
GST input tax credits received from ATO		3,503	-	3,503
GST collected from customers		41	-	41
Other inflows	9	5,921	14,540	(8,619)
<i>Outflows:</i>				
Employee expenses	10	(56,988)	(90,322)	33,334
Supplies and services	11	(22,330)	(41,614)	19,284
Grants and subsidies	12	(23,618)	(50,615)	26,997
GST paid to suppliers		(3,700)	-	(3,700)
GST remitted to ATO		(41)	-	(41)
Other outflows		(467)	(1,872)	1,405
Net cash (used in) provided by operating activities		(2,809)	469	(3,278)
Cash Flows from Investing Activities				
<i>Outflows:</i>				
Payments for property, plant and equipment		-	(1,240)	1,240
Net cash provided by (used in) investing activities		-	(1,240)	1,240
Net increase/(decrease) in cash and cash equivalents		(2,809)	(771)	(2,038)
Cash and Cash Equivalents - Opening balance		32,963	25,402	7,561
Cash and Cash Equivalents - Closing balance		30,154	24,631	5,523

Variance notes

8. Service appropriation receipts

Service appropriation receipts were \$75.2 million lower than the budget of \$169.0 million mainly due to Treasury approved funding adjustments which include transfers to other agencies, funding lapses and deferrals from 2025-26 to 2026-27.

9. Other inflows

Other inflows was \$8.6 million lower than budget due to \$14.1 million being redirected to the Closing the Gap Priorities Fund and subsequently being deferred to 2026-27 as grants. This movement was offset by an increase in receipts related to MOG cost recoveries billed in the prior year (\$5.5 million).

E1 Budgetary Reporting Disclosures (continued)

E1-3 Explanation of Major Variances – Statement of Cash Flows (continued)

Variance notes

10. Employee expenses

Employee expenses were \$33.3 million lower than the \$90.3 million budget mainly due to the redirecting of Path to Treaty related funding to the Closing the Gap Priorities Fund which was reallocated to Grants, and subsequently deferred into 2026-27. \$10.9 million of the budget underspend was also redirected to Supplies and Services expenses in order to align costings across the department.

11. Supplies and services

Supplies and Services expense was \$19.2 million lower than the \$41.6 million budget mainly due to \$18.7 million being redirected to the Closing the Gap Priorities Fund which was reallocated to Grants and subsequently deferred into 2026-27. The department also had budget savings in travel (\$0.8 million) and repairs and maintenance (\$0.3 million).

12. Grants and subsidies

Grants and subsidies was \$26.9 million lower than the \$50.6 million budget mainly due to the transfer of \$18 million to DLGWV for the Woorabinda critical water infrastructure project and Queensland Treasury approved deferrals including \$5 million for Regional Infrastructure Fund. Additionally, funds for the Return to Work Program (\$5.0 million) was transferred to DTET.

Other Key Information

F1 Key Management Personnel Disclosures

F1-1 Details of Key Management Personnel and Remuneration Expense

The department's responsible Minister is identified as part of the department's Key Management Personnel (KMP), consistent with additional guidance included in AASB 124 *Related Party Disclosures*. From 1 November 2024, the department operated under the Honourable Fiona Simpson MP, Minister for Women and Women's Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism. The following details for non-ministerial KMP reflect those departmental positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2025-26 and 2024-25. Further information about these positions can be found in the body of the Annual Report under the section relating to Executive Management.

The following disclosures focus on the expenses incurred by the department attributable to non-Ministerial KMP during the respective reporting periods. The amounts disclosed are determined on the same basis as expenses recognised in the Statement of Comprehensive Income. The remuneration expenses disclosed include the substantive KMP's remuneration expenses as well as remuneration earned while he/she has acted in another KMP position throughout the financial year on a short-term basis. It does not include non-KMPs acting in the position less than three months.

1 July 2025 - 30 June 2026	Short Term Employee Expenses		Other Employee Benefits			Total Expenses
	Monetary Expenses	Non- Monetary Benefits	Long Term Employee Expenses	Post Employment Expenses	Termination Benefits	
Position	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Director-General	412	6	10	50	-	478
Deputy Director-General, Aboriginal and Torres Strait Islander Partnerships	306	5	8	38	-	357
Deputy Director-General, Corporate Services	253	6	7	33	-	299
Deputy Director-General, Strategic Policy and Legislation, Women and Multicultural Affairs *	270	4	7	34	-	315
Executive Director, Multicultural Affairs Queensland (acting from 1/07/25 to 10/05/26)	180	5	5	23	-	213
Executive Director, Multicultural Affairs Queensland (from 5/05/26)	37	-	1	4	-	42
Executive Director, Strategy, Insights and Communications (from 27/10/25) **	156	3	4	19	-	182

* The service area changed from Strategic Policy, Legislation and Reform to Strategic Policy and Legislation, Women and Multicultural Affairs on 1 November 2025.

** This position was identified as a KMP commencing 27 October 2025.

F1 Key Management Personnel Disclosures (continued)

F1-1 Details of Key Management Personnel and Remuneration Expense (continued)

1 July 2024 - 30 June 2025	Short Term Employee Expenses		Other Employee Benefits			Total Expenses
	Monetary Expenses	Non-Monetary Benefits	Long Term Employee Expenses	Post Employment Expenses	Termination Benefits	
Position	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Director-General (01/07/2024 to 31/10/2024)	167	1	5	24	222	419
Director-General (acting 01/11/2024 to 21/04/2025)	224	3	5	27	-	259
Director-General (from 22/04/2025)	53	2	2	10	-	67
Deputy Director-General, Aboriginal and Torres Strait Islander Partnerships	294	5	8	38	-	345
Deputy Director-General, Corporate Services	253	6	6	32	-	297
Deputy Director-General, Strategic Policy, Legislation and Reform (01/07/2024 to 18/11/2024)	125	2	4	19	-	150
Deputy Director-General, Strategic Policy, Legislation and Reform (acting 19/11/2024 to 27/06/2025)	158	3	4	20	-	185
Executive Director, Multicultural Affairs Queensland (acting 01/11/2024 to 30/06/2025)	119	3	3	15	-	140
Chief Finance Officer, Corporate Services (01/07/2024 to 25/05/2025) *	206	4	5	25	-	240
Chief Human Resource Officer, Corporate Services (01/07/2024 to 25/05/2025) *	211	5	5	26	-	247
Deputy Director-General, Arts Queensland **	122	3	3	14	-	142
Deputy Director-General, Communities ***	72	2	2	10	-	86

* Due to a change in governance structure, this role ceased to be key management personnel after 25 May 2025.

** This position transferred to the Department of Education on 1 November 2024.

*** This position transferred to the Department of Families, Seniors, Disability Services and Child Safety on 1 November 2024.

F1 Key Management Personnel Disclosures (continued)

F1-2 Remuneration Policies

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The department does not bear any cost of remuneration of Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers are disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

Remuneration policy for the department's other KMP is set by the Queensland Public Service Commission as provided for under the *Public Sector Act 2022*. Individual remuneration and other terms of employment (including motor vehicle entitlements and performance payments if applicable) are specified in employment contracts.

Remuneration expenses for those KMP comprise the following components:

Short-term employee expenses, including:

- salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position; and
- non-monetary benefits - consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.

Long term employee expenses include amounts expensed in respect of long service leave entitlements earned.

Post-employment expenses include amounts expensed in respect of employer superannuation obligations.

Termination benefits include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

F1-3 Performance Payments

No remuneration packages for KMP provide for any performance or bonus payments.

F2 Related Party Transactions

F2-1 Transactions with other Queensland Government-controlled entities

The department's primary ongoing sources of funding from State Government for its services are appropriation revenue (refer Note B1-1) and equity injections (refer Note C6-2), both of which are provided in cash via Queensland Treasury.

The department's primary source of accommodation, motor vehicles and asset works and repairs are managed through the Department of Housing and Public Works.

The department purchases a range of services provided by other State Agencies under Memorandum of Understanding arrangements. This includes Information, Communication and Technology services from the Department of Families, Seniors, Disability Services and Child Safety, and transactional payroll and financial processing services from Queensland Shared Services, under the Department of Customer Services, Open Data and Small and Family Business.

F2-2 Transactions with people/entities related to KMP

Based upon KMP declarations, there have been no transactions with related parties that have materially affected the department's operating result and/or financial position.

F3 Agency Transactions – Machinery-of-Government

Due to machinery-of-government changes outlined in note A3, the department acted as agent on behalf of the following departments for services that transferred out on 1 November 2024, but transactions continued to be processed and managed by the department. As the department performs only a custodial role in respect of these transactions, they are not recognised in the financial statements but are disclosed in these notes for the information of users.

	Revenue		Expenses	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Controlled				
Department of Families, Seniors, Disability Services and Child Safety	-	137,207	1,407	137,177
Department of Housing and Public Works	-	2	-	1,437
Department of Justice	-	89	10	10,134
Department of Local Government, Water and Volunteers	-	-	37	8,638
Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development	-	-	178	609
Department of the Premier and Cabinet	-	1,534	-	2,446
Total controlled	-	138,832	1,632	160,441
Administered				
Department of Families, Seniors, Disability Services and Child Safety	-	98,042	1,283	98,041
Department of Local Government, Water and Volunteers	-	261	-	169,499
Total administered	-	98,303	1,283	267,540

F4 First Year Application of New Accounting Standards or Change in Accounting Policy

Accounting standards applied for the first time

No new accounting standards or interpretations that apply to the department for the first time in 2025-26 had any material impact on the financial statements.

Accounting standards early adopted

No Australian Accounting Standards have been early adopted for 2025-26.

F5 Climate Risk Assessment

Whole-of-Government climate-related reporting

The State of Queensland, as the ultimate parent of the department, has published a wide range of information and resources on climate related risks, strategies and actions accessible via <https://www.treasury.qld.gov.au/policies-and-programs/climate/>.

The Queensland Sustainability Report (QSR) outlines how the Queensland Government's approach to managing key Environmental, Social and Governance (ESG) risks and opportunities, including governance structures, major commitments and policies, and how these risks and opportunities are measured, monitored and managed across government. The QSR is supported by comprehensive datasets and data dictionaries. The QSR is available via Queensland Treasury's website at <https://www.treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report>.

Departmental accounting estimates and judgements – climate-related risks

The department considers climate-related risks when assessing material accounting judgements and estimates used in preparing its financial report. Key estimates and judgements identified include the potential for changes in asset useful lives, changes in the fair value of assets, impairment of assets, the recognition of provisions or the possibility of contingent liabilities.

The department continues to monitor the emergence of material climate-related risks that may impact the financial statements of the department, including directives from Government or Queensland Treasury.

No adjustments to the carrying value of assets were recognised during the financial year as a result of climate-related risks impacting current accounting estimates and judgements. No other transactions have been recognised during the financial year specifically due to climate-related risks impacting the department.

What we Look After on Behalf of Whole-of-Government

G1 Administered Items

G1-1 Schedule of Administered Income and Expenses

	Note	2026 \$'000	2025 \$'000
Administered income			
Appropriation revenue	G1-3	26,493	364,755
Grants and other contributions	G1-4	24,043	105,278
Other revenue		1,459	80
Total administered income		51,995	470,113
Administered expenses			
Supplies and services		-	12,143
Grants and subsidies	G1-5	28,864	368,887
Total administered expenses		28,864	381,030
Operating surplus		23,131	89,083

G1-2 Schedule of Administered Assets and Liabilities

	Note	2026 \$'000	2025 \$'000
Administered assets			
<i>Current</i>			
Cash and cash equivalents		(1,463)	(20,470)
Receivables	G1-6	1,713	265
Total current assets		250	(20,205)
Total assets		250	(20,205)
Administered liabilities			
<i>Current</i>			
Payables	G1-7	250	3,175
Total current liabilities		250	3,175
Total liabilities		250	3,175
Net administered liabilities		-	(23,380)

G1 Administered Items (continued)

G1-3 Appropriation Revenue

Reconciliation of payments from consolidated fund to administered income

	2026 \$'000	2025 \$'000
Budgeted appropriation	12,783	248,964
Transfers (to)/from other departments	-	(84,456)
Transfers from/(to) other headings (variation in headings)	13,710	-
Lapsed administered appropriation	-	(14,152)
Total administered receipts	26,493	150,356
Plus: Opening balance of departmental services revenue payable	-	273,979
Less: Transfer of appropriation revenue payable to other Queensland Government entities – machinery-of-government changes	-	(59,580)
Plus: Closing balance of departmental services revenue payable	-	-
Administered income recognised in Note G1-1	26,493	364,755

This appropriation revenue is provided in cash by Queensland Treasury and funds activities and expenses that the department administers on behalf of the State Government (refer to Note A2-7).

G1-4 Grants and Other Contributions

	2026 \$'000	2025 \$'000
Commonwealth grants - Family Responsibilities Commission	2,122	2,060
Queensland Government grants - Disaster Recovery *	21,921	103,218
Total	24,043	105,278

* Transferred out on 1 November 2024 due to machinery-of-government changes. Grants received relate to prior year disaster recovery costs incurred by the department.

G1-5 Grants and Subsidies

	2026 \$'000	2025 \$'000
Aboriginal and Torres Strait Islander Partnership Services		
Family Responsibilities Commission	5,193	4,937
Western Cape Communities	23,421	14,990
First Nations Treaty Institute ^	-	757
Other	250	-
Arts Queensland		
State Library of Queensland	-	37,811
Queensland Art Gallery	-	20,379
Queensland Museum	-	21,562
Queensland Performing Arts Trust	-	6,800
Queensland Theatre Company	-	1,300
Screen Queensland	-	51,000
Community Services		
Disaster recovery	-	2,073
Cost of Living Rebate	-	204,270
Queensland Veterans Council	-	3,008
Total grants and subsidies	28,864	368,887

^ First Nations Treaty Institute abolished 28 November 2024 due to the repeal of *Path to Treaty Act 2023*.

G1 Administered Items (continued)

G1-6 Receivables

	2026 \$'000	2025 \$'000
Current		
Trade and other debtors	1,713	40
GST input tax credits receivable	-	225
Total	1,713	265

G1-7 Payables

	2026 \$'000	2025 \$'000
Current		
Trade creditors and accruals	-	1,709
Grants payable	-	1,466
Other	250	-
Total	250	3,175

G1 Administered Items (continued)

G1-8 Administered Activities – Budgetary Reporting Disclosures

This note compares the budgeted figures for 2025-26 to actual results in respect of the department's major classes of administered income, expenses, assets and liabilities. An explanation of major variances for administered activities is also included.

Administered Income and Expenses

	Variance Note	Actual 2026 \$'000	Budget 2026 \$'000	Budget Variance 2026 \$'000
Administered income				
Appropriation revenue	1	26,493	12,783	13,710
Grants and other contributions	2	24,043	2,122	21,921
Other revenue	3	1,459	-	1,459
Total administered income		51,995	14,905	37,090
Administered expenses				
Supplies and services		-	-	-
Grants and subsidies	4	28,864	14,905	(13,959)
Total administered expenses		28,864	14,905	(13,959)
Operating surplus		23,131	-	23,131

Variance notes

1. Appropriation revenue

Appropriation revenue was \$13.71 million higher than the budget of \$12.78 million due to additional funding required for an increase in royalty payments to Western Cape Communities Trust (\$13.6 million) for 2025-26 only; and cost indexation on payments to Family Responsibilities Commission (\$0.1 million).

2. Grants and other contributions

Grants and other contributions was \$21.92 million over budget (\$2.1 million) due to the recovery of expenditure and settlement of Community Recovery balances remaining in the department's books at the last machinery-of-government change. Revenue recognition of this Community Recovery grants funding received from Department of Families, Seniors, Disability Services and Child Safety (DFSDSCS) was agreed with Queensland Treasury.

3. Other revenue

Other revenue was \$1.5 million higher than budget due to approved funding receivable from the Controlled ledger to offset the administered deficit balance carried over from the previous year following reconciliation in 2025-26.

4. Grants and subsidies

Grants and subsidies was \$13.96 million higher than the budget of \$14.91 million and consistent with the variance under appropriation revenue above. This relates to additional funding required for an increase in royalty payments to Western Cape Communities Trust (\$13.6 million) for 2025-26 only; and cost indexation on payments to Family Responsibilities Commission (\$0.1 million).

G1 Administered Items (continued)

G1-8 Administered Activities – Budgetary Reporting Disclosures (continued)

Administered Assets and Liabilities

	Variance Note	Actual 2026 \$'000	Budget 2026 \$'000	Budget Variance 2026 \$'000
Administered assets				
<i>Current</i>				
Cash and cash equivalents	5	(1,463)	(108,680)	107,217
Receivables	6	1,713	475	1,238
Total current assets		250	(108,205)	108,455
Total assets		250	(108,205)	108,455
Administered liabilities				
<i>Current</i>				
Payables	7	250	4,257	(4,007)
Total current liabilities		250	4,257	(4,007)
Total liabilities		250	4,257	(4,007)
Net administered liabilities		-	(112,462)	112,462

Variance notes

5. Cash and cash equivalents

The movement of \$107.2 million relates to the settlement of a bank overdraft balance that was held on behalf of DFSDSCS for the Community Recovery (CR) service function. The CR function transferred to DFSDSCS in 2024-25 however the bank overdraft facility remained with Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism in 2025-26. DFSDSCS settled the residual balance in June 2026 through funding received from Qld Reconstruction Authority.

6. Receivables

The 2026 Budget relates to Community Recovery (CR) balances (BAS refund and cost recoveries) that remained in the department's ledger from 2024-25. The movement of \$1.2 million relates to the receipt of CR residual balances at 31 May 2026 when the bank overdraft account for CR was settled by DFSDSCS in June 2026 (\$0.5 million); offset by funds receivable from the Controlled ledger to settle the existing bank overdraft carried over from prior year Machinery of Government changes (\$1.5 million).

7. Payables

The 2026 Budget relates to CR balances (Trade creditors, accruals and grants payable) that remained in the department's ledger from 2024-25. The \$4 million underbudget relates to the payment of CR residual balances at 31 May 2026 when the bank overdraft account for CR was settled by DFSDSCS in June 2026.

**Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
Management Certificate
For the year ended 30 June 2026**

**CERTIFICATE OF THE DEPARTMENT OF WOMEN, ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS
AND MULTICULTURALISM**

These general-purpose financial statements have been prepared pursuant to s.62(1) of the *Financial Accountability Act 2009* (the Act), section 38 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with s.62(1)(b) of the Act, we certify that in our opinion:

- (a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- (b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (the department) for the financial year ended 30 June 2026 and of the financial position of the department at the end of that year.

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



**Amit Niresh Prasad, CA, CPA
Acting Chief Finance Officer**

27 August 2026



**Natalie Wilde
Director-General**

27 August 2026

INDEPENDENT AUDITOR'S REPORT

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

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism

The financial report comprises the statement of financial position and statement of assets and liabilities by major departmental service as at 30 June 2026, the statement of comprehensive income, statement of changes in equity, statement of cash flows and statement of comprehensive income by major departmental service for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In accordance with s. 40 of the *Auditor-General Act 2009*, for the year ended 30 June 2026:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.
- c) In my opinion, the financial report:
 - i. gives a true and fair view of the department's financial position as at 30 June 2026, and its financial performance and cash flows for the year then ended
 - ii. complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

Basis for opinion

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

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

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

Responsibilities of the Accountable Officer for the financial report

The Accountable Officer is responsible for:

- the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and such internal control as they determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error
- the establishment and keeping of accounts in accordance with prescribed requirements
- assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the department or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. My auditor's report must state whether I have received all the information and explanations required, and whether I consider the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

www.auasb.gov.au/auditors_responsibilities/ar4.pdf

A further description of my responsibilities under the *Auditor-General Act 2009* and *Auditor-General Auditing Standards* is located at the Queensland Audit Office website at:

www.qao.qld.gov.au/audit-program/audit-standards

These descriptions form part of my auditor's report.



Bhavik Deoji
as delegate of the Auditor-General

28 August 2026

Queensland Audit Office
Brisbane

Governance and Corporate Services

Corporate Governance Framework

Our department operates within a robust corporate governance framework that is based on five fundamental elements of public sector governance which underpin all the work that we do, the decisions we make, and ensures that staff operate to the expected public sector values and standards. They are:

- **strong leadership** - developing strong leadership at all levels of the organisation, with a focus on ethical behaviour and continuous improvement
- **governance** - maintaining governance systems that are fit-for-purpose
- **performance orientation** - optimising performance through planning, engaging with risk, innovation and performance monitoring, evaluation and review
- **openness, transparency and integrity** - focusing on openness, transparency and integrity, engaging constructively with stakeholders and promoting accountability through clear reporting on performance and operations
- **effective collaboration** - where appropriate, participating in collaborative partnerships to more effectively deliver programs and services, including partnerships outside government.

These fundamentals of good governance are supported by the requirements of the *Public Sector Act 2022*, *Public Sector Ethics Act 1994*, and the *Code of Conduct for the Queensland Public Service*. They guide our governance committees, frameworks, policies, procedures, delegations and authorisations.

Governance structure

The department's governance structure, comprising the Executive Leadership Team and related committees and sub-committees, ensures the department has a clear direction, operates efficiently, manages risks effectively and fulfils its legislative responsibilities.

Executive Leadership Team

The Executive Leadership Team (ELT) is the department's principal strategic governing body. The purpose of the ELT is to shape the strategic direction of the department to ensure the delivery of the government's priorities; to monitor performance against the department's strategic objectives; and to ensure strategic partnerships are established and maintained.

Chair: Director-General

Members:

- Deputy Director-General, Corporate Services
- Deputy Director-General, Aboriginal and Torres Strait Islander Partnerships

- Deputy Director-General, Strategic Policy and Legislation, Women and Multicultural Affairs
- Executive Director, Multicultural Affairs Queensland
- Executive Director, Strategy, Insights and Communications.

Audit and Risk Committee

The Audit and Risk Committee provides independent assurance, assistance and advice to the Director-General on the risk, control and compliance frameworks, the department's external accountability responsibilities, and other matters relevant to the duties and responsibilities of the Committee as prescribed in the:

- *Financial Accountability Act 2009*
- *Financial Accountability Regulation 2019*
- *Financial and Performance Management Standard 2019.*

The Committee has maintained a fully independent and external membership throughout the year, consistent with the *Queensland Treasury Audit Committee Guidelines: Improving Accountability and Performance*.

Members:

Mr Timothy Cronin, external independent member (Chair)

Mr Daniel Abrahams, external independent member

Ms Sally Noonan, external independent member

Mr Philip Wang, external independent member.

Key achievements of the Committee included:

- endorsement of the department's comprehensive asset revaluation results for 2025–2026
- monitoring of the project plan for preparation of the 2025–2026 departmental annual financial statements and the Chief Finance Officer Statement of Assurance
- endorsement of the departmental annual financial statements and Chief Finance Officer Statement of Assurance for 2025–2026
- endorsement of the Audit and Risk Committee Charter, and the Strategic Internal Audit Plan for 2025–2026
- discussion and feedback on information security controls and risks, as well as endorsement of the department's Information Security IS18:2018 Annual Return
- overseeing the internal audit program in terms of deliverables, as well as monitoring the implementation of agreed audit recommendations by management
- liaising with the Queensland Audit Office and monitoring the implementation of relevant audit recommendations by management
- overseeing key areas of compliance such as business continuity management, fraud and corruption control, risk management and ethical behaviour reporting.

Remuneration during the period was as follows:

- Chair, External Independent Member – \$10,000 per annum
- External Independent Member – \$7,500 per annum.

The Audit and Risk Committee met quarterly during the financial year with an additional two extraordinary meetings for the purpose of reviewing the financial statements.

Finance Committee

The purpose of the committee is to provide expert financial and budget advice to enable the Director-General, as the Accountable Officer, to discharge the position's legislated financial management responsibilities and effectively manage the operational budget and capital program to optimise the use of available funds and to ensure effective alignment of departmental budget and resources with the department's Strategic Plan and Government priorities.

Members:

Deputy Director-General, Corporate Services

Deputy Director-General, Aboriginal and Torres Strait Islander Partnerships

Deputy Director-General, Strategic Policy and Legislation, Women and Multicultural Affairs

Executive Director, Multicultural Affairs Queensland

Executive Director, Strategy, Insights and Communications

Chief Human Resource Officer

Chief Finance Officer.

Fraud and Corruption Prevention Sub-Committee

The Fraud and Corruption Prevention Sub-Committee provides support, coordination and oversight of the implementation of the Fraud and Corruption Control, and Prevention (FCCP) Action Plan, and the FCCP system as a whole.

Information Steering Committee

The Information Steering Committee provides oversight, advice and an authorising environment to support shared Information and Communications Technology service arrangements, including cyber security oversight and administration of the Information Security Management System, through joint governance between our department, the Department of Families, Seniors, Disability Services and Child Safety, and the Department of Youth Justice and Victim Support.

People and Culture Committee

The People and Culture Committee provides oversight, advice and the authorising environment to support the development, implementation and review of initiatives which support a high-performance workplace and workforce.

Workplace Health and Safety Sub-Committee

The Workplace Health and Safety Sub-Committee provides a forum for engagement and consultation between divisional areas, including local health and safety committees, to improve health safety and wellbeing across the department, including managing psychosocial hazards.

Our Workforce

Strategic workforce planning and performance

In 2025–26, the department's Strategic Workforce Plan focused on building a capable, agile, and inclusive workforce to deliver culturally responsive services. Workforce priorities centred on attracting, retaining, and mobilising a high-performing, culturally capable, and resilient workforce in response to talent shortages, evolving expectations, and emerging technologies.

A strong emphasis was placed on fostering continuous learning to develop new capabilities, enhance leadership, and promote innovation and excellence. Agile and flexible work practices were further embedded, supported by collaborative governance models and workplace design principles, to strengthen the department's ability to deliver effective and responsive services. The department also prioritised fostering an inclusive culture that values diversity, rewards employees, and enhances wellbeing.

To support these priorities, the department implemented initiatives to create a safe, healthy, and supportive workplace. Employees were provided with ongoing access to assistance services, benefiting 85 staff members who sought help for personal and work-related challenges.

Our Contact Officer Network was expanded to include ten trained staff across the department. Contact Officers provide a confidential and crucial first point of contact for workplace concerns and help reinforce a culture of respect and inclusion.

Psychosocial risk assessments were conducted across the department through staff engagement, with the aim of identifying and addressing workplace risks that may impact employee wellbeing. Key findings from these assessments will inform targeted action plans to eliminate or mitigate risks and ensure the right control measures are in place to protect staff. Progress was also made towards implementing the Integrum Workplace Health and Safety Management System, set to launch in July 2026, which will streamline incident and hazard reporting and management, improve data accuracy, and strengthen rehabilitation and injury management processes.

These initiatives demonstrate the department's commitment to fostering a positive, inclusive, and productive work culture while ensuring employee health, safety, and wellbeing. By addressing workforce challenges and embracing innovation, the department is well-positioned to deliver high-quality services to Queensland communities.

Workforce profile

The department remains dedicated to cultivating a high-performing, inclusive, and culturally capable workforce through the implementation of key workforce strategies, including the Strategic Workforce Plan, Equity and Diversity Plan, Disability Service Plan, and Reframing the Relationship Plan. These initiatives underpin a workplace culture that is agile, inclusive, and values-driven, aligning with the department's vision of fostering equity, inclusion, and opportunity.

In 2025–26, the department strengthened workforce diversity and inclusion through targeted recruitment practices, cultural capability development, and inclusive leadership initiatives. The 2026 Equity and Diversity Audit highlighted strong representation of women, Aboriginal and Torres Strait Islander employees, and employees from culturally and linguistically diverse (CALD) backgrounds. However, it also identified opportunities to improve representation of employees with disabilities and CALD employees in senior roles, reinforcing the department's focus on inclusive career pathways and equitable workforce representation.

Key achievements under the Equity and Diversity Plan included improving inclusive recruitment through centralised role descriptions, targeted training, and resources to attract diverse candidates. Employment opportunities for people with disabilities and CALD backgrounds were supported, while accessibility was enhanced with a new Flexible Work Arrangements policy and updated workplace adjustment resources. Cultural safety was strengthened through training, immersion activities, and resources for Aboriginal and Torres Strait Islander employees, alongside efforts to improve diversity data and access to professional development.

Inclusive leadership was strengthened through scholarships, masterclasses, and training, while accountability was reinforced through policies addressing harassment and misconduct. Gender equity, inclusion, and disability awareness were advanced through targeted initiatives, and the department supported employee wellbeing with access to health services, counselling, and wellness programs.

The department fostered an inclusive workplace by recognising excellence, promoting diversity resources, and reinforcing zero tolerance for harassment through strengthened policies and support networks, demonstrating its commitment to a supportive and thriving workforce.

Figure 1: Workforce profile

Total staffing by full-time equivalent (FTE) and headcount		FTE and headcount
Total FTE for Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism		341 (FTE) 357 (headcount)
Occupation types by FTE	Percentage of total workforce	
Frontline and frontline support	76.48%	
Corporate	23.52%	

Appointment type by FTE	Percentage of total workforce
Permanent	92.41%
Temporary	4.66%
Casual	0.00%
Contract	2.93%
Employment status by headcount	Percentage of total workforce
Full-time	89.36%
Part-time	10.64%
Casual	0.00%

Figure 2: Gender

Gender	Number (Headcount*)	Percentage of total workforce (Calculated on headcount)
Woman	261	73.11%
Man	93	26.05%
Not disclosed	<5	0.56%
Another Term	<5	0.28%

Notes

*Privacy provisions: In tables where there are less than five respondents in a category, specific numbers have been replaced by <5.

* Human Resource Information FTE data for the fortnight ending 26 June 2026.

Figure 3: Diversity target group data

Diversity groups*	Number (Headcount*)	Percentage of total workforce (Calculated on headcount)
Women	262	73.39%
Aboriginal and / or Torres Strait Islander peoples	91	25.49%
People with disability	30	8.40%
Culturally and linguistically diverse—Speak a language at home other than English^	46	12.89%

Notes

^ This includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home.

Figure 4: Target group data for Women in Leadership Roles*

Women in leadership	Women (Headcount*)	Women as percentage of total leadership cohort (Calculated on headcount)
Senior Officers (Classified as s122 and s155 combined)	19	61.29%
Senior Executive Service, High-level senior executives and Chief Executives (Classified as s122 and s155 combined)	11	68.75%

Notes

* Women in leadership are defined as those in classified roles or on s122 or s155 contracts.

Early retirement, redundancy and retrenchment

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

Employee opinion survey

The 2025 Working for Queensland Survey provided valuable insights into workplace culture and employee experience, highlighting strong performance in cultural safety, workplace health and safety, and adherence to human rights and equal opportunity principles.

Key actions undertaken in response to the survey findings included the review and implementation of key workforce strategies contained within the Strategic Workforce Plan, Equity and Diversity Plan, Disability Service Plan, and Reframing the Relationship Plan. Together, these strategies underpin a high-performing, diverse, and culturally safe workplace.

Leadership was strengthened through the development of a new vision and purpose, organisational realignment, and improved all-staff communication channels. Targeted initiatives were delivered to support workforce planning, learning and development, employee recognition, respectful workplace behaviours, and enhanced cultural capability.

To support employee wellbeing, the department focused on managing workload pressures and addressing psychosocial risks. This included conducting a department-wide psychosocial risk assessment and launching an online training awareness program. Inclusion was further promoted through a range of cultural capability initiatives, including addressing workplace racism, fostering inclusive recruitment practices, and providing cultural supervision.

While progress has been made in key focus areas identified in the 2025 survey, opportunities for improvement remain. These include enhancing employee engagement, addressing risks of emotional exhaustion and burnout, improving equity and leadership concerns, and reducing incidents of workplace bullying and discrimination.

The department remains committed to addressing these challenges through ongoing, targeted interventions aimed at strengthening leadership capability, enhancing organisational culture, and driving sustained improvements in workplace outcomes.

Risk management

The department is committed to good corporate governance through the implementation of Enterprise Risk Management (ERM) to create and sustain a culture of effectively managing risk and encouraging continuous improvement.

In accordance with the *Financial Accountability Act 2009*, the Director-General is accountable for risk management, through the Executive Leadership Team, and with the oversight of the Audit and Risk Committee (ARC). All staff within the department are responsible for managing risk.

The department's Enterprise Risk Management (ERM) Framework, Policy and Procedure are aligned with the AS/NZS ISO 31000:2018 Risk Management Guidelines, Queensland Treasury's whole-of-government risk management guidelines and contemporary risk and resilience methodologies. Risk management activities undertaken during the year informed the department's risk registers and strengthened risk management capability.

Regular risk reporting supported senior executive and Audit and Risk Committee oversight of the department's risk profile, including risks outside risk appetite and associated management actions. The department also progressed opportunities to enhance risk management systems and is reviewing its risk management policy framework to reflect organisational changes, internal audit findings and contemporary best practice.

The department's corporate governance committee structure further embeds risk management as a key mechanism for promoting and cultivating a positive, enterprise-wide risk management culture and environment.

During 2025–2026, the department:

- facilitated operational and fraud and corruption risk workshops across the department, strengthening risk management capability, identifying new and emerging risks, and improving the quality and consistency of risk assessments, controls and treatments
- reviewed and updated the department's strategic, operational and fraud and corruption risk registers through consultation with business areas, improving risk identification, assessment and management, and ensuring alignment with strategic objectives and risk appetite
- progressed the implementation of the Risk Management Uplift Roadmap, strengthening risk maturity, risk culture and integration of risk-informed decision-making into strategic and operational planning
- strengthened enterprise risk oversight and reporting through enhanced reporting to the Executive Leadership Team and ARC, while advancing plans for an integrated systems approach to digitise, consolidate and streamline risk and compliance reporting across the department.

Fraud and corruption prevention

The department is committed to an organisational culture where any act of fraud or corruption is not tolerated. It takes all reasonable steps to actively discourage fraudulent and corrupt conduct. This commitment requires all staff, external contractors, trainees, work experience officers and volunteers to act legally, ethically, and professionally and to be vigilant in reporting potentially unethical practices or corruption.

The department's fraud and corruption control system includes the Fraud and Corruption Control and Prevention (FCCP) Policy and Procedure, three-year FCCP Action Plan, fraud and corruption risk assessments, and regular reporting and oversight arrangements. Consistent with its zero-tolerance position on fraud and corruption, the department adopts a risk-based approach to preventing, detecting and responding to fraud and corruption risks.

The Fraud and Corruption Prevention Sub-Committee (FCPSC), reporting to the Finance Committee, continued to exercise its mandate to oversee the implementation of the Fraud and Corruption Control and Prevention (FCCP) Action Plan and the department's broader fraud and corruption control system. This includes monitoring the management of fraud and corruption risks through the review and endorsement of the Fraud and Corruption Control (FCC) Risk Register, and regular fraud and corruption risk register reports. Risks assessed as exceeding the department's risk appetite were escalated and actively managed through established governance processes.

During 2025–2026, the department:

- reviewed and updated the FCCP Policy and Procedure, and the three-year FCCP Action Plan. These policy documents were endorsed by the FCPSC and the Finance Committee and submitted to the Director-General for approval
- strengthened cross-divisional collaboration on fraud and corruption risk management through the use of SharePoint to support the development, maintenance and review of the FCC Risk Register. SharePoint streamlined risk information management by providing a central repository for risk registers, supporting consistent risk monitoring, reporting and discussion across teams and senior leadership meetings
- regularly reviewed and enhanced the quality of fraud and corruption risk register content and associated risk reporting to support effective risk monitoring and oversight
- developed periodic fraud and corruption risk reports, which included reporting on risks outside the department's risk appetite, for submission to the FCPSC, Finance Committee and Audit and Risk Committee
- conducted a self-assessment of the department's fraud and corruption control and prevention system based on the *Queensland Audit Office Fraud and corruption control self-assessment tool for public sector agencies*
- developed the fraud scenario toolkit for grants management to identify control weaknesses and gaps in the department's grants systems, processes and policies. The toolkit was approved by the FCPSC and supports the annual fraud scenario testing

program, reinforcing the department's proactive approach to identifying, assessing and preventing fraud risks

- continued to strengthen the department's resilience to fraud and corruption through the delivery and monitoring of training and awareness activities, including International Fraud Awareness Week, Cyber Security Awareness Month, and information security awareness campaigns.

Internal Audit

Internal Audit plays a vital role in supporting the Audit and Risk Committee by evaluating the department's financial and operational systems, reporting processes, and activities.

Internal Audit operates in accordance with an approved Internal Audit Charter, as mandated by the *Financial and Performance Management Standard 2019*. The Charter outlines the purpose, authority, and responsibilities of the function, ensuring alignment with the *Global Internal Audit Standards* established by the Institute of Internal Auditors.

During 2025–2026, Internal Audit activities for the period included:

- delivering internal audit reviews in accordance with the Strategic Internal Audit Plan and reporting the results of these audits to the Audit and Risk Committee and the Director-General
- monitoring and reporting on the status of recommendations to the Audit and Risk Committee
- liaising with the Queensland Audit Office to obtain satisfactory audit coverage and ensure no duplication of effort.

To ensure that the function operates effectively, efficiently and economically, regular reporting to the Audit and Risk Committee ensures accountability and transparency.

External scrutiny

Auditor-General

The Auditor-General, supported by the Queensland Audit Office and in accordance with the *Queensland Auditor-General Act 2009*, conducts the financial and performance audits of the department.

Queensland Public Sector Commission

The department provides quarterly Conduct and Performance Excellence data to the Queensland Public Sector Commission which is published on the Queensland Government website.

Queensland Ombudsman

The Queensland Ombudsman is the oversight agency for the *Public Interest Disclosure Act 2010* which has the purpose of facilitating the disclosure, in the public interest, of information

about wrongdoing in the public sector and to provide protection for those who make disclosures. In 2025–2026, the department assessed one Public Interest Disclosure.

Code of Conduct and Public Sector Ethics

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

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

The Ethical Standards Unit deals with corrupt conduct matters (including fraud and corruption) and provides expert and high-level advice about conflicts of interest, public interest disclosures, complaints management and other integrity-related matters.

During 2025–2026, the department demonstrated its commitment to integrity through setting, implementing and monitoring integrity standards, and through managing non-conformance. This included:

- reviewing and updating key integrity policies and procedures
- providing targeted integrity awareness sessions to multiple business areas.

Management of suspected corrupt conduct and misconduct

Allegations of corrupt conduct, or a breach of the Code of Conduct involving a departmental employee, are reported to the Ethical Standards Unit. The matter is assessed with consideration given to the definition of corrupt conduct outlined in section 15 of the *Crime and Corruption Act 2001* and the *Public Interest Disclosure Act 2010*.

During 2025–2026, the department received 10 referrals. Of the 10 referrals, two were assessed as corrupt conduct matters, two as misconduct matters, and six did not meet the threshold for corrupt conduct or misconduct.

Human rights

We are committed to respecting, protecting and promoting human rights in our actions and decision-making. The department's employees have access to information and resources to ensure they are aware of their obligations under the *Human Rights Act 2019* (HR Act) when performing their functions and making decisions.

To further the objects of the HR Act, during 2025–2026 our actions included:

- continuing to incorporate consideration of human rights when developing new policy and legislation
- promoting Queensland Human Rights Commission's training to all staff regularly via whole-of-department staff emails and news and events items.

Human rights complaints

During 2025–2026, the department received two complaints that were identified to have engaged human rights. Both complaints engaged section 28 of the HR Act (Cultural Rights – Aboriginal peoples and Torres Strait Islander peoples). Of these two complaints, one remains open and one has been finalised.

Charter of Victims' Rights complaints

During 2025–2026, the department had no complaints that were identified as Charter of Victims' Rights complaints.

Information systems and recordkeeping

The department manages records in a range of formats, including physical and digital records, in accordance with established records management policies and procedures. These frameworks support staff to understand and fulfil their recordkeeping responsibilities, ensuring records are created, maintained, and managed appropriately throughout their lifecycle.

In meeting the requirements of the *Public Records Act 2023* and the department's Records Governance Policy, approved Retention and Disposal Schedules are applied to departmental records. This ensures records are retained and disposed of in a lawful and consistent manner, supporting accountability, transparency, business continuity, and informed decision-making across the department.

Information security attestation

During the mandatory annual Information Security reporting process, the Director-General attested to the appropriateness of the information security risk management within the department to the Queensland Government Chief Information Security Officer, noting that appropriate assurance activities have been undertaken to inform this opinion and the department's information security risk position.

Online open data reporting

Content for consultancies, overseas travel, Queensland Languages Services Policy and the Charter of Victims' Rights can be accessed on the Queensland Government data website at <https://data.qld.gov.au>.

Looking forward

Our refreshed vision and purpose reinforce our unwavering commitment to creating a future of equality, inclusion and opportunity for the people and communities we serve. Guided by measurable action, strong partnerships and listening to the community, we will continue to deliver meaningful outcomes for Queenslanders.

In 2026–2027, we will continue to support the Queensland Government’s objectives for the community and deliver on key priorities through the following actions:

Women

- Continue to support delivery of the Government’s \$20 million Women’s Career Grants Program to help women get back into the workforce with funding to cover essentials such as workwear, childcare and retraining
- Continue to support Future Women Jobs Academy (\$4 million over two years) to provide up-skilling, mentoring, and employment pathway opportunities for women aged 40 years and over
- Continue working in partnership with Department of the Premier and Cabinet to deliver the construction of a statue in honour of the late Dr Merle Thornton AM
- Lead implementation of the Women’s Economic Security Strategy and work across government to strengthen women’s financial wellbeing, remove barriers to workforce participation, and support women to build careers, businesses and long-term financial security.

Aboriginal and Torres Strait Islander Partnerships

- Continue to support administration of the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Child Rearing Practices) Act 2020* to provide legal recognition of Ailan Kastom (Torres Strait Islander) child rearing practice
- Administer the Closing the Gap Priorities Fund and support investment in frontline projects in remote and discrete communities that address critical priorities identified in partnership with communities
- Oversee the delivery of the Queensland Closing the Gap Implementation Plan, working across government to implement a strategic and targeted approach, prioritising education, housing, health and employment outcomes to drive progress across all Closing the Gap targets. This includes partnering with the Queensland Aboriginal and Torres Strait Islander Coalition and the Queensland First Nations Media Coalition through funded service agreements
- Support targeted Aboriginal and Torres Strait Islander language and culture initiatives to strengthen and revitalise Aboriginal and Torres Strait Islander languages
- Grow economic participation by strengthening Aboriginal and Torres Strait Islander business capability, procurement outcomes and supply chain opportunities across

government and industry, including opportunities associated with the Brisbane 2032 Olympic and Paralympic Games

- Deliver an expanded Indigenous Business Month program to increase the visibility, capability and competitiveness of Aboriginal and Torres Strait Islander businesses
- Strengthen partnerships with Indigenous councils, community leaders and stakeholders through the Queensland Indigenous Council Leaders Accord and other place-based engagement mechanisms
- Invest in culturally responsive grants and programs that support reconciliation, community wellbeing, cultural preservation and self-determination while contributing to Closing the Gap outcomes
- Support the conservation of Aboriginal and Torres Strait Islander cultural heritage consistent with the responsibilities and powers set out under the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003*.

Multicultural Affairs Queensland

- Continue to administer the Multicultural Connect Grants Program, providing matched funding for community-led infrastructure projects to support multicultural groups in Queensland
- Continue to support the delivery of the Chinese Cultural Heritage Centre in Cairns
- Continue to fund community-led initiatives to build an inclusive, harmonious and united Queensland through the Celebrating Multicultural Queensland (CMQ) Program and Strengthening Communities Multicultural Grants (SCMG) Program
- Implement the 2027–2031 Community Action for a Multicultural Society Program, which provides funding for organisations across the state to support culturally and linguistically diverse individuals and groups to fully participate in, and contribute to, their local communities socially and economically
- Continue to support the African Villages Program delivered by Village Support Limited, which helps at-risk young people strengthen their sense of belonging, identity and pathways to education and employment
- Support initiatives delivered through Welcoming Australia that strengthen participation and inclusion through engagement with local governments, sporting clubs and community spaces
- Continue to partner with the Ethnic Communities Council of Queensland to strengthen the sustainability and capacity of Queensland's multicultural sector and support its role as the state's peak multicultural body
- Continue to support the Queensland Program of Assistance to Survivors of Torture and Trauma to deliver the Peace Leadership Project, which builds skills in conflict resolution, leadership and communication to contribute to Queensland's long-term safety and harmony
- Support the fourth term of the Multicultural Queensland Advisory Council to represent Queensland's culturally and linguistically diverse communities and advise the Minister for Multiculturalism on opportunities, barriers and ways to build a more inclusive and harmonious Queensland.

Appendices

Appendix 1 – Our Legislation

Legislation administered by the Minister for Women and Women's Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism, as set out in the Administrative Arrangements Order (No. 1) 2025, is as follows:

Aboriginal and Torres Strait Islander Cultural Heritage, Policy, Rights and Culture

- *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984* (except to the extent administered by the Minister for Local Government and Water and Minister for Fire, Disaster Recovery and Volunteers; and the Attorney-General and Minister for Justice and Minister for Integrity); (sections 4, 8, 64-67, 70 and 71 jointly administered with the Attorney-General and Minister for Justice and Minister for Integrity)
- *Aboriginal Cultural Heritage Act 2003*
- *Family Responsibilities Commission Act 2008*
- *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*
- *Torres Strait Islander Cultural Heritage Act 2003*.

Multiculturalism

- *Multicultural Recognition Act 2016*.

Appendix 2 – Service Delivery Statements

2025–2026 Performance statement

The Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism's 2025–2026 service areas were:

- Office for Women
- Aboriginal and Torres Strait Islander Partnerships
- Multicultural Affairs Queensland.

Office for Women

Objective

To improve the economic security of women in Queensland.

Description

This service area supports improvements to Queensland women's economic security by identifying barriers to full social and economic participation and working in partnership with government, community and business to deliver initiatives to help enhance the lives of women and girls.

Service standards	Notes	2025–2026 Target/Estimate	2025–2026 Actual
Effectiveness measure Percentage of women appointed to Queensland Government Boards		50%	54%
Efficiency measure Not identified			

Aboriginal and Torres Strait Islander Partnerships

Objective

To improve the economic and social outcomes for Aboriginal peoples and Torres Strait Islander peoples.

Description

This service area improves the economic and social outcomes of Aboriginal peoples and Torres Strait Islander peoples by working closely with other agencies, peak bodies, local leaders and the community to lift the standards of Aboriginal communities and Torres Strait Islander communities. This includes leading Queensland's coordination and implementation of the National Agreement on Closing the Gap.

Service standards	Notes	2025–2026 Target/Estimate	2025–2026 Actual
Effectiveness measures			
Overall customer satisfaction with cultural heritage services provided by the department	1	75%	69.3%
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	2	560	619
Value of government procurement from Aboriginal and Torres Strait Islander owned businesses	3	\$550M	\$814.08M
Efficiency measures			
Average cost per cultural heritage search request processed	4	\$22.50	\$18.36
Total cost per hour of policy development, advice and engagement provided for the Aboriginal and Torres Strait Islander Partnerships service area	5	\$104.50	\$113.03
Notes: - The customer survey is currently conducted annually. The variance is attributed to the 2026 survey respondents' feedback highlighting opportunities to update the Cultural Heritage Online Portal's technology and design, and to improve data reliability and functionality. - This is a whole-of-government service standard which measures the effectiveness of the Queensland Government's progress in growing the number of Aboriginal and Torres Strait Islander businesses that have secured government procurement. The department contributes to this measure by connecting agency and industry business supply and employment opportunities, and by linking investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The 2025–2026 final actual figure is greater than the target due to Queensland Government agencies promoting and enabling a positive internal environment to focus on Aboriginal and Torres Strait Islander procurement, increasing their use of innovative and targeted sourcing strategies and improving cultural competencies of government buyers. - This is a whole-of-government service standard which measures the Queensland Government's progress in increasing the total value of government procurement from Aboriginal and Torres Strait Islander businesses. The department connects agency and industry business supply and employment opportunities, and links investments that support Aboriginal and Torres Strait Islander businesses to build capability/capacity to win procurement contracts. The 2025–2026 final actual figure is greater than the target due to Queensland Government agencies promoting and enabling a positive internal environment to focus on Aboriginal and Torres Strait Islander procurement, increasing their use of innovative and targeted sourcing strategies and improving cultural competencies of government buyers. - The actual cost per cultural heritage search is less than the target due to program staff vacancies and higher than budgeted number of cultural heritage searches. - The actual cost per hour of policy development is above the budget target due to staff vacancies resulting in fixed costs being spread over fewer hours of policy development.			

Multicultural Affairs Queensland

Objective

To improve economic and social outcomes for people from culturally and linguistically diverse backgrounds in Queensland, and to help build safe, caring and connected communities, with a focus on helping new migrant communities overcome barriers to full economic and social involvement and enhancing social cohesion and participation.

Description

This service area improves the economic and social outcomes of Queenslanders by harnessing the skills and expertise of people from cultural and linguistically diverse backgrounds and celebrating the cultural diversity of our State. This involves building safe, caring and connected communities where multicultural communities want to call Queensland home.

Service standards	Notes	2025–2026 Target/Estimate	2025–2026 Actual
<i>Effectiveness measure</i> Percentage of Queensland Government entities' overall satisfaction with advice from Multicultural Affairs Queensland, including advice to effectively support them meeting their obligations under the <i>Multicultural Recognition Act 2016</i>	1	85%	93.3%
<i>Efficiency measure</i> Administration costs per \$1 of recurrent grant funding administered		≤\$0.10	≤\$0.10
Notes: 1. The variance between the 2025–2026 Target/Estimate and the 2025–2026 Actual is due to increased intergovernmental engagement through the refreshed Senior Officers Group on Multicultural Affairs and increased cross-agency engagement in response to geopolitical tensions.			

Appendix 3 – Statutory bodies (and other bodies)

As part of the portfolio of the Minister for Women and Women's Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism, the following statutory bodies, and other bodies, have annual report arrangements as indicated:

Name of statutory body, or other body, as described in the constituting Act	Constituting Act	Annual reporting arrangements
Office of the Commissioner Meriba Omasker Kaziw Kazipa	<i>Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020</i>	Separate annual report prepared
Community Enterprise Queensland Board of Management	<i>Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984</i>	Separate annual report prepared
Family Responsibilities Board	<i>Family Responsibilities Commission Act 2008</i>	See Government bodies, boards and committees section (Appendix 4)
Family Responsibilities Commission	<i>Family Responsibilities Commission Act 2008</i>	Separate annual report prepared
Multicultural Queensland Advisory Council (MQAC)	<i>Multicultural Recognition Act 2016</i>	See Government bodies, boards and committees section (Appendix 4)

Appendix 4 – Government bodies, boards and committees

The following bodies, boards and committees were active during 2025–2026 with reporting arrangements to the department.

Family Responsibilities Board					
Act or instrument	Family Responsibilities Commission Act 2008				
Functions	The purpose of the Family Responsibilities Board is to: give advice and make recommendations to the Minister for Women and Women’s Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism about the operation of the Family Responsibilities Commission (FRC); if asked by the FRC Commissioner: to give advice and make recommendations to the FRC about the performance of its functions; and to consider reports given to the Board. The Board also has any other functions given to it under the <i>Family Responsibilities Commission Act 2008</i> or by the Minister.				
Achievements	As required under the <i>Family Responsibilities Commission Act 2008</i> the Family Responsibilities Board considered Quarterly Reports.				
Financial reporting	N/A				
Remuneration					
Position	Name	Meetings/sessions attendance	Approved annual, sessional or daily fee	Approved sub-committee fees if applicable	Actual fees received
Chairperson Appointed 10/07/2025	Natalie Wilde Director-General Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism	2	N/A	N/A	N/A
Member Appointed 1/07/2023 Term ended – 29 August 2025	Jo-Anne (Jody) Broun	1	N/A	N/A	N/A
Member appointed 20/11/2025	Julie-Ann Guivarra	2	N/A	N/A	N/A
Member Appointed 1/07/2023	Noel Pearson	3	N/A	N/A	N/A
No. scheduled meetings/sessions	The Family Responsibilities Board is required to meet at least once in every six months and must meet in person at least once a year. The Family Responsibilities Board met three times during the 2025–2026 financial year – 23 July 2025 (in person), 25 November 2025 and 7 May 2026.				
Total out of pocket expenses	\$3,479.11 - expenses incurred while travelling on business and attending meetings in connection with the functions of the Family Responsibilities Board.				

Multicultural Queensland Advisory Council (MQAC)					
Act or instrument	Multicultural Recognition Act 2016				
Functions	The Multicultural Queensland Advisory Council advises the Minister for Women and Women’s Economic Security, Minister for Aboriginal and Torres Strait Islander Partnerships and Minister for Multiculturalism on opportunities and barriers facing people from culturally and linguistically diverse backgrounds and how to promote the Multicultural Queensland Charter to support a unified, harmonious and inclusive community. The <i>Multicultural Recognition Act 2016</i> enables the establishment of the Multicultural Queensland Advisory Council.				
Achievements	During 2025–2026, the Multicultural Queensland Advisory Council: - provided advice on issues impacting communities - provided insight on social and economic participation for people from culturally and linguistically diverse backgrounds.				
Financial reporting	Transactions of the Council are accounted for in the financial statements.				
Remuneration					
Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub- committee fees if applicable	Actual fees received
Chair Commenced October 2024	Honourable Fiona Simpson MP	3	N/A	N/A	N/A
Fourth term of the Multicultural Queensland Advisory Council (formally notified of appointment on 6 February 2026)					
Member Appointed 06/02/2026	Ms Ree Ali	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Mr Nick Attam	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Reappointed 06/02/2026	Mr Beny Bol OAM	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - April 2026 catch-up Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Mr Michael Choi OAM	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting
Member Appointed 06/02/2026	Mrs Vivien Hanrahan	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Mr Dean Tamaki Harawira	2	N/A (public sector employee)		
Member Reappointed 06/02/2026	Ms Anna Jones	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting

Multicultural Queensland Advisory Council (MQAC)					
Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub- committee fees if applicable	Actual fees received
Member Appointed 06/02/2026	Mrs Gail Paratz OAM	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Mr Emil Rahimov	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Mrs Pinky Singh OAM	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Member Appointed 06/02/2026	Ms Grace Yu	2	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	\$150 - March 2026 Induction meeting \$150 - May meeting
Third term of the Multicultural Queensland Advisory Council (expired 26 October 2025)					
Member Appointed 27/10/2022	Ms Anna Jones	0	\$300 per meeting (or 50% if meeting for 4 hours or less)		
Member Appointed 27/10/2022	Mr Beny Bol OAM	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 27/10/2022	Dr Ignacio Correa- Velez	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 27/10/2022	Mrs Kenny Duke	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 27/10/2022	Mr Timothy Lo Surdo	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 27/10/2022	Miss Fardowsa Mohamed Yussuf	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering

Multicultural Queensland Advisory Council (MQAC)					
Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub- committee fees if applicable	Actual fees received
Member Appointed 27/10/2022	Dr Faiza El-Higzi OAM	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 4/07/2023	Ms Roselle Tenefrancia	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
Member Appointed 25/03/2024	Mr Prince Long Lo	1	\$300 per meeting (or 50% if meeting for 4 hours or less)	N/A	N/A Unofficial – July 2025 Council end- of-term gathering
No. scheduled meetings/sessions	As per section 16 of the <i>Multicultural Recognition Act 2016</i> , the Council must meet at least twice a year. In 2025–2026, Council members came together three times (24 July 2025, 26 March 2026 and 26 May 2026 in Brisbane).				
Total out of pocket expenses	\$137.12				

Note – February 2025 sitting fees were processed on 27 June 2025, however the payroll run was not until 11 July 2025.

Appendix 5 – Our locations

Office of the Director-General

1 William Street
BRISBANE QLD 4000
Phone: 13 GOV (13 74 68)

Office for Women

111 George Street,
BRISBANE QLD 4000

GPO Box 806
Brisbane QLD 4001
Phone: 1800 177 577

Aboriginal and Torres Strait Islander Partnerships

111 George Street
BRISBANE QLD 4000

PO Box 15397 City East Qld 4002
Phone: 13 QGOV (13 74 68)
Email: enquiries@dwatsipm.qld.gov.au

Other locations

Aboriginal and Torres Strait Islander Partnerships staff are also located in Aurukun, Cairns, Cooktown, Thursday Island, Weipa, Mackay, Mount Isa, Townsville, Cherbourg Hervey Bay, Rockhampton, Toowoomba, Caboolture, Ipswich, Logan, South Brisbane.

Multicultural Affairs Queensland

111 George Street,
BRISBANE QLD 4000

GPO Box 3405
Brisbane QLD 4001
Phone: 07 3097 7700

Appendix 6 – Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	Letter of compliance
Accessibility	- Table of contents - Glossary	ARRs – section 9.1	Table of contents Glossary not required – all terms explained in full on first mention and in new sections as required.
	Public availability	ARRs – section 9.2	About the annual report
	Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	About the annual report – Interpreter services
	Copyright notice	<i>Copyright Act 1968</i> ARRs – section 9.4	About the annual report - Copyright
	Information Licensing	<i>QGEA – Information Licensing</i> ARRs – section 9.5	About the annual report - Licence
General information	Introductory Information	ARRs – section 10	Message from the Director-General About us
Non-financial performance	Government's objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	About us – Contribution to the Queensland Government's objectives for the community
	Agency objectives and performance indicators	ARRs – section 11.2	Year in review Appendix 2
	Agency service areas and service standards	ARRs – section 11.3	Appendix 2
Financial performance	Summary of financial performance	ARRs – section 12.1	Financial performance summary
Governance – management and structure	Organisational structure	ARRs – section 13.1	About us Our organisational structure
	Executive management	ARRs – section 13.2	About us Our Executive Leadership Team Governance and Corporate Services Governance Structure – Executive Leadership Team

Summary of requirement		Basis for requirement	Annual report reference
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	Appendix 3 & 4
	Public Sector Ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	Governance and Corporate Services Code of Conduct and Public Sector Ethics
	Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	Governance and Corporate Services Human rights
	Queensland public service values	ARRs – section 13.6	About us Our values
Governance – risk management and accountability	Risk management	ARRs – section 14.1	Governance and Corporate Services Risk management
	Audit committee	ARRs – section 14.2	Governance and Corporate Services Audit and Risk Committee
	Internal audit	ARRs – section 14.3	Governance and Corporate Services Internal audit
	External scrutiny	ARRs – section 14.4	Governance and Corporate Services External scrutiny
	Information systems and records management	ARRs – section 14.5	Governance and Corporate Services Information systems and records management
	Information Security attestation	ARRs – section 14.6	Governance and Corporate Services Information Security attestation
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1	Governance and Corporate Services Our workplace Strategic workforce planning and performance
	Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	Governance and Corporate Services Our workplace Early retirement, redundancy and retrenchment

Summary of requirement		Basis for requirement	Annual report reference
Open Data	Statement advising publication of information	ARRs – section 16	Governance and Corporate Services Open data
	Consultancies	ARRs – section 31.1	https://data.qld.gov.au
	Overseas travel	ARRs – section 31.2	https://data.qld.gov.au
	Queensland Language Services Policy	ARRs – section 31.3	https://data.qld.gov.au
	Charter of Victims' Rights	VCSVRB Act 2024 ARRs – section 31.4	https://data.qld.gov.au
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	Financial Statements and Independent Auditor's Report
	Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	Financial Statements and Independent Auditor's Report

FAA	<i>Financial Accountability Act 2009</i>
FPMS	<i>Financial and Performance Management Standard 2019</i>
ARRs	<i>Annual report requirements for Queensland Government agencies</i>
QGEA	<i>Queensland Government Enterprise Architecture</i>
VCSVRB	<i>Victims' Commissioner and Sexual Violence Review Board Act 2024</i>

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Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism

<https://www.dwatsipm.qld.gov.au>