

Question on Notice

No. 461

Asked on 2 April 2019

MR R STEVENS ASKED THE DEPUTY PREMIER, TREASURER AND MINISTER FOR ABORIGINAL AND TORRES STRAIT ISLANDER PARTNERSHIPS (HON J TRAD)—

QUESTION:

With reference to the results of the 2017 Working for Queensland Survey—Will the Minister advise what actions have been taken to date to address the concerns raised by the staff of the Department of Aboriginal and Torres Strait Islander Partnerships?

ANSWER:

Since the 2017 Working for Queensland survey was undertaken, there have been changes in the leadership of the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP), with Dr Chris Sarra commencing in the role of Director-General in August 2018.

Since the appointment of Dr Sarra, there has been an emphasis on all staff, including senior leaders, modelling and demonstrating a SOLID—Strengths based, Open, Loyal, Innovative and Dedicated culture.

A number of actions have been taken to improve performance including:

- Two leadership forums held to support and challenge DATSIP management in their pursuit of positive outcomes for Aboriginal and Torres Strait Islander people and communities by developing a positive workplace culture for all staff.
- A frontline management training program being rolled out across the department.
- A strong focus on all staff completing mandatory training and being given the opportunity to access professional development opportunities to embed learnings and improve workplace culture.
- Unconscious bias training workshops for staff.
- Training workshops for staff regarding bullying and harassment.
- Ensuring that more efficient processes are being implemented to address and action complaints, and support staff during the process.
- A refreshed risk management approach with greater expectation on all staff to identify and manage risks in the workplace.
- Tightening control measures in regard to fraud and risk, with an expectation that staff will feel more confident in raising these issues with management.
- More consultative processes around the development of key plans for the department, to improve job empowerment.
- The implementation of the SOLID Awards to recognise staff who demonstrate the SOLID culture by going above and beyond expectations, and a program of other positive staff engagement and wellbeing initiatives.

Work is being undertaken each day by staff across the department to ensure that DATSIP can become a leading agency of positive cultural change.