



# Queensland Closing the Gap Annual Report 2022



## Acknowledgement

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

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

On behalf of the Queensland Government, we offer a genuine commitment to fearlessly represent, advocate for and promote the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and give hope for the future, we walk together on our shared journey to reconciliation where all Queenslanders are equal.

## Statement on use of terms

We recognise that Aboriginal peoples and Torres Strait Islander peoples each have their own unique languages, beliefs, cultural practices, traditions and diversity within each culture.

This document includes a range of collective terms to reference and reflect the unique identity of Aboriginal peoples and Torres Strait Islander peoples. The primary term that has been used is Aboriginal peoples and Torres Strait Islander peoples, with other terms used including Aboriginal and Torres Strait Islander peoples and First Nations people/s.



# Premier's Statement

## Message from the Premier and Minister for the Olympics

The Palaszczuk Government is fully committed to the key objectives of the National Agreement on Closing the Gap (National Agreement) with a focus on self-determination through shared decision making. I am pleased to present our progress towards these aims in the first Annual Report on implementing the National Agreement in Queensland.

This is the second year of the implementation of the National Agreement, and the Annual Report provides an opportunity for Queensland to review and renew our efforts to improve life and wellbeing outcomes for Aboriginal and Torres Strait Islander peoples, and our strengthening partnership approach with First Nations Queenslanders. These genuine partnerships are underpinned by shared decision-making and co-design in the delivery of policies, programs and services.

The Annual Report considers our successes and where we need to continue to set and strive to meet ambitious goals. This includes new ways of working together with Aboriginal and Torres Strait Islander communities, organisations and service providers including the Queensland Aboriginal and Torres Strait Islander Coalition.

The Annual Report fulfils our commitment to accountability and transparency, as required by the National Agreement on Closing the Gap. It also guides our path forward through the opportunity it provides for consideration of our progress, the strengths and successes achieved and highlighting where we need to refocus, reprioritise or seek innovation in partnership with Aboriginal and Torres Strait Islander Queenslanders.

While we have achieved some targets, there is still much to be done to overcome entrenched inequality experienced by Aboriginal and Torres Strait Islander peoples.

I look forward to building on the findings of the Annual Report and the continued work in partnership with Aboriginal and Torres Strait Islander Queenslanders to achieve the ambitious aims of the National Agreement.

## The Honourable Anastacia Palaszczuk

Premier and Minister for the Olympics



# Minister's Statement

## Message from the Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships

I am pleased to present the 2022 Annual Report on overall implementation of the National Agreement in Queensland. Implementation is being supported through an initial \$9.3 million Palaszczuk Government investment over four years, in addition to significant and ongoing service system investments. The Annual Report highlights how the Queensland Government, in partnership with the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC), communities, organisations and service providers, is tracking towards our commitment to close the gap and journey towards self-determination and empowerment of Aboriginal and Torres Strait Islander Queenslanders.

The Annual Report outlines Queensland's performance and outcomes against the four Priority Reforms and 17 socioeconomic targets, and provides a valuable opportunity to reflect on the journey travelled so far and acknowledge opportunities to improve as we work to close the gap for the future.

Queensland is pleased to report a number of highlights and landmark positive shifts in policy, program and service delivery. Highlights over the past few years include next steps in the Path to Treaty; the *Local Thriving Communities Action Plan 2022-2024* which is guiding Queensland Government reform to transition to shared decision-making, shared accountability, and shared commitment with Local Decision-Making Bodies; the Justice Policy Partnership under the National Agreement to reduce the overrepresentation of First Nations people in the criminal justice system; and the place-based partnership with Doomadgee where the community is empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap.

While we have seen improvements, there is still much to be done. We understand that to drive positive change at local, regional and state-wide levels, the principles of self-determination, community leadership and respect for Queensland's Aboriginal and Torres Strait Islander cultures, traditions and knowledge, are core.

Together, we will continue to strengthen partnerships with Aboriginal and Torres Strait Islander organisations, communities and peoples to not only close the gap but to celebrate the excellence of our First Nations peoples.

### The Honourable Craig Crawford MP

Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships



# Queensland Aboriginal and Torres Strait Islander Coalition Statement

In accordance with the Statement of Commitment to reframe the relationship between Aboriginal and Torres Strait Islander peoples and the Queensland Government, the Government have fully committed to building a transformative relationship with Aboriginal peoples and Torres Strait Islander peoples. This new way of working together, acknowledges that in order to Close the Gap, delivering real change and real outcomes is dependent upon genuine partnership, self-determination, shared decision-making and increased investment into the Aboriginal and Torres Strait Islander community-controlled sector.

In line with the National Agreement on Closing the Gap (the National Agreement), the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC), through partnership with the Queensland Government aimed to deliver the Closing the Gap Implementation Plan 2021 (the 2021 Implementation Plan).

The 2021 Implementation Plan was underpinned by the Queensland government's commitment to the new partnership approach that recognises outcomes for Aboriginal and Torres Strait Islander peoples and communities requires a genuine partnership between QATSIC and government, shared decision-making, and a voice in the design, development and delivery of policies, programs and services that impact Aboriginal and Torres Strait Islander peoples.

The 2022 Annual Report provides an opportunity for QATSIC and the Queensland government to reflect on two years of goals and new ways of working together. Accordingly, the report allows us to identify the strengths and positive change that emerged, the gaps that remain, the barriers that hinder our progress, and the opportunities ahead for innovation through self-determination and stronger relationships. The Annual Report points us to the path forward.

There have been several highlights in the Annual Report that suggest positive shifts in policy, program and service delivery. Overall, however, while Queensland has seen improvements in certain outcomes for Aboriginal and Torres Strait Islander peoples, there is still much to be done.

We welcome a new way of working in genuine partnership with the Queensland Government into the future, to build a genuine relationship founded on deep respect and a commitment to change policies, processes, practises and increased investment to ensure Aboriginal and Torres Strait Islander children, families and communities are supported to thrive.

## Mr Cleveland Fagan

Chief Executive Officer, Queensland and Islander Health Council, and  
Chair, Queensland Aboriginal and Torres Strait Islander Coalition



## Summary

Taking effect on 27 July 2020, the National Agreement on Closing the Gap (National Agreement) is the first of its kind to be developed in partnership with Aboriginal and Torres Strait Islander people, represented by the national Coalition of Peak Aboriginal and Torres Strait Islander Organisations (Coalition of Peaks). The objective of this partnership approach to Closing the Gap is to improve the life outcomes and wellbeing of Aboriginal and Torres Strait Islander people.

The National Agreement includes four Priority Reforms designed to change the way governments work and engage with Aboriginal and Torres Strait Islander people to achieve progress in the 17 socio-economic Outcome areas, covering the current 17 Targets.

*Queensland's 2021 Closing the Gap Implementation Plan* (Implementation Plan), available at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg), documents how the Queensland Government has worked during 2021-22 to address the Priority Reforms and socio-economic Targets, and how our progress is evaluated.

### This report

This first 2022 Annual Report (the Report) reflects on action to close the gap in Queensland and informs the next iteration of *Queensland's Closing the Gap Implementation Plan*. The Report examines:

- Queensland government's ongoing significant, structural reforms that underpin how we share decision-making with Aboriginal peoples and Torres Strait Islander peoples;
- progress against Priority Reforms, highlights case studies addressing the Priority Reforms and outlines Queensland's next steps for further embedding of the Priority Reforms;
- baseline and historical data for each of the Targets, and measures progress against the baseline for Targets where data are available; and
- our Partnership actions with Aboriginal and Torres Strait Islander organisations and communities.

This is the second year of the National Agreement. The agreed targets are national targets, as are the published trajectories. Queensland is committed to achieving the Targets and this Report examines Queensland's progress against each target. As this is only the second year of the new agreement, Queensland's progress against many of the 17 Targets can only be examined from a historical perspective. Progress against eight of the Targets can be measured, as additional data beyond baseline are available. Reporting in future years, once Queensland's Implementation Plan has been embedded, and data are released from the 2021 Census of Population and Housing, will be more readily able to comment on progress.

### Accountability

Key foci of the National Agreement are accountability, monitoring, reporting and transparency. This Report, in conjunction with Queensland's *Closing the Gap Snapshot Report 2022* (the Snapshot), fulfils Queensland's ongoing commitment to publish progress towards Closing the Gap, including information on supporting investment and actions. This Report and the Snapshot also include a short description of progress to date on efforts to implement the National Agreement's four Priority Reforms in Queensland and examine baseline and historical data for each of the 17 socioeconomic targets, and measure progress against the baseline for targets where data are available.

*Queensland's 2022 Closing the Gap Implementation Plan* (Implementation Plan) documents how the Queensland Government will work, over the coming year, to address the Priority Reforms and socio-economic Targets, and how our progress will be evaluated.



## Making a Difference

The National Agreement aligns strongly with the Queensland Government's reframing of its relationship with Aboriginal and Torres Strait Islander people, through a partnership approach with First Nations leaders, families and communities. The principles of self-determination, empowerment, community leadership and respect for cultures, traditions and knowledge are guiding broad reform agendas across Government.

Our Implementation Plan documents the ongoing significant, structural reforms that underpin how we share decision-making with Aboriginal peoples and Torres Strait Islander peoples. These include, a First Nations Consultative Committee, Path to Treaty and the Local Thriving Communities (LTC) reform.

## What the data tells us

Much of the data used in this report to assess progress against the 17 socioeconomic Targets are drawn from nationally collated datasets, including the Productivity Commission data dashboard, the Census of Population and Housing, and national survey collections.

For each target, a primary measure and data source have been agreed to nationally, from which the baseline data and target are sourced. Assessments as to whether Targets are on track can be made only using the primary data source.

### COVID-19 Pandemic

Please note that data included in this report may be impacted by the COVID-19 pandemic in several ways, including restrictions related to COVID-19:

- Entry to remote Aboriginal and Torres Strait Islander communities ('designated areas') in Queensland was restricted under the Commonwealth *Biosecurity Act 2015* from 27 March 2020 until 12 June 2020.
- From 13 June to 10 July 2020, some entry requirements, quarantine requirements and travel restrictions remained in place.
- Since then, various levels of restrictions and border closures in response to COVID-19 have also been in place for the broader community in Queensland and Australia.

In addition, there may have been methodological or practical changes to the way data have been collected and processed. Data impacted by COVID-19 in this report may include any statistics incorporating the period from 27 March 2020 to 30 June 2021.

Overall, data tells us that Queensland is on track in four of the targets (healthy birthweight, early childhood education, youth justice, land and waters) and not on track in six targets (life expectancy, early childhood development, housing, incarceration of adults, child protection, suicide). There is no new data from the agreed baseline to track progress as yet on seven of the targets (Year 12 attainment, tertiary qualifications, in employment, education or training, employment, family violence, languages, digital inclusion). Further information on that socio-economic targets can be found under "Jurisdictional Action" section of this Report.

Feedback from our Aboriginal and Torres Strait Islander partners complements the data above and has been sought in a number of ways, including joint meetings and/or workshopping between government agencies and the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) or Peak organisations; co-chairing and co-development of agendas and actions for our key Queensland Closing the Gaps Partnership Committee meetings; and specific feedback mechanisms, including through evaluation of initiatives.

Feedback received from our key Aboriginal and Torres Strait Islander partners, including QATSIC, informs the Queensland government that:

- the Queensland Government’s new way of working together with Aboriginal and Torres Strait Islander peoples, communities and organisations, acknowledges that in order to Close the Gap, delivering real change and real outcomes is dependent upon genuine partnership, self-determination, shared decision-making and increased investment into the Aboriginal and Torres Strait Islander community-controlled sector
- a genuine partnership of Aboriginal and Torres Strait Islander peoples, organisations and communities with government is characterised by sharing in decision-making, and a having a voice in the design, development and delivery of policies, programs and services that impact Aboriginal and Torres Strait Islander peoples
- whilst the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC) had limited input into the development of the first Implementation Plan and deliverables, they recognise the Queensland Government’s commitment to working differently in the future to close the gap in outcomes for Aboriginal and Torres Strait Islander peoples
- to support reformed approach and renewed effort, QATSIC looks forward to taking a lead role in shaping and refining the commitments within Queensland’s Implementation Plan over the coming year, and reviewing and developing further iterations, in line with the already established strategies and programs, for the duration of the National Agreement.
- there is much work to be done to close the gap and a partnership with the Queensland Government, now and into the future, that continues to build a genuine relationship founded on deep respect and a commitment to changing policies, processes, practises and increased investment is foundational to ensuring Aboriginal and Torres Strait Islander children, families and communities are supported to thrive.

This feedback has informed and will continue to complement quantitative data on progress towards socioeconomic targets, inform reprioritisation of policy and program effort and support consideration of new investment (Refer to *Reprioritisation of Effort and Investment*).

## Embedding the Priority Reforms

Central to the success of the National Agreement is embedding of the four Priority Reforms. The Priority Reforms have guided a shift in how the Queensland government has developed and implemented policies and programs and provided the foundation for a genuine partnership between Aboriginal and Torres Strait Islander Queenslanders and government.

**Priority Reform 1: Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.**

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***Target: There will be formal partnership arrangements to support Closing the Gap in place between Aboriginal and Torres Strait Islander people and governments in place in each state and territory enshrining agreed joint decision-making roles and responsibilities and where Aboriginal and Torres Strait Islander people have chosen their own representatives***

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### Measures

***Partnerships reviewed (new or existing) meeting the ‘strong partnership elements’.***

- This measure requires data development activity.

***Number of partnerships by function, such as decision-making or strategic.***

- This measure requires data development activity.

Queensland has several existing partnership mechanisms with Aboriginal and Torres Strait Islander peoples, including:



- Path to Treaty Independent Interim Body
- First Nations Consultative Committee
- Local Thriving Communities Joint Coordinating Committee
- Ministerial and Government Champions program
- Queensland First Children and Families Board
- First Nations Health Improvement Advisory Committee
- Queensland's Closing the Gap Partnership Committee
- Justice Policy Partnership
- Community Justice Groups
- Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee.

***Proportion of Aboriginal and Torres Strait Islander people reporting they are able to have a say in their community on issues important to them.***

- This measure requires data development activity.

Proxy data from the 2014–15 National Aboriginal and Torres Strait Islander Social Survey show that 21.0 per cent of people felt that they had a say on important community issues 'all' or 'most of the time', while 23.1 per cent reported 'some of time'.

***Proportion of Aboriginal and Torres Strait Islander people reporting improvements in their communities.***

- This measure requires data development activity.

**Case studies that highlight Priority Reform 1 include:**

- *First Nations health equity reform agenda* – drives improvements across the health system by implementing a First Nations health equity reform agenda to achieve health equity, eliminate institutional racism and attain the national goal of life expectancy parity by 2031 in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.
- *Local Community Engagement through Co-design* – progressing implementation of the LCETC pilot program in 13 Queensland state schools and four education regions. LCETC improves outcomes for Aboriginal and Torres Strait Islander students in Queensland state schools, through developing Local Community Education Bodies, Regional Community Education Boards, and a Cape York regional education advisory body through the Cape York Education Initiative.
- *Hope Vale Aboriginal Shire Council, Aurukun Shire Council, Mapoon Aboriginal Shire Council, Napranum Aboriginal Shire Council and Wujal Wujal Aboriginal Shire Council* – through Local Thriving Communities the Queensland Government seeks to build on a community's strengths, embracing existing leadership structures to enable communities to establish Local Decision Making Bodies (LDMB) that will influence and co-design delivery of services, ensure investment makes their community stronger and maximise opportunities for local service and industry partnerships. The membership and model for each interim LDMB has been determined by community, with a range of leadership models emerging that build upon existing community strengths, including advisory committees to councils and new or existing community structures.

Priority Reform 2: **There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.**

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**Target: Increase the amount of government funding for Aboriginal and Torres Strait Islander programs and services going through Aboriginal and Torres Strait Islander community-controlled organisations**

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#### Measures

**Number of Aboriginal Community Controlled organisations (ACCOs) across the socio-economic outcome areas of the Agreement.**

- This measure requires data development activity.

**Number of government contracts awarded to ACCOs.**

- This measure requires data development activity.

**Number of sectors with elements of a strong sector, by element.**

- This measure requires data development activity.

**Proportion of Aboriginal and Torres Strait Islander people reporting fewer barriers in accessing services.**

Proxy data from the 2014–15 National Aboriginal and Torres Strait Islander Social Survey show that of those who accessed services, 71.8 per cent reported that they did not have any problems with access.

#### **Case studies that highlight Priority Reform 2 include:**

- *Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy (QIPP)* – the objective of the QIPP is to increase the value of Queensland Government procurement spend awarded to Indigenous businesses to be three per cent of addressable spend by 2022. Aboriginal and Torres Strait Islander community-controlled organisations are included in the definition of an Indigenous business.
- *Making Tracks Investment Strategies, the Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022* – the Making Tracks towards achieving First Nations Health Equity: Interim Investment Strategy 2021–2022 reaffirms the Government’s commitment to ongoing investment in the Aboriginal and Torres Strait Islander Community Controlled Health Services. Recognising sustainability and stability of investment as an enabler for success, the Making Tracks Investment Strategy provides a forward commitment to provide a stable and sustainable investment framework and to partnering with the Aboriginal and Torres Strait Islander Community Controlled Health Services to deliver culturally and clinically safe and accessible health services to First Nations Queenslanders.
- *Aboriginal and Torres Strait Islander Housing Queensland* – the newly established peak body was developed after consultation with Indigenous community housing organisations (ICHOs) across the state, and with the formation of an ICHO Working Group to oversee the development of the body.
- *Small Business Engagement Framework (SBEF) Indigenous Business Engagement* – funded through SBEF, Indigenous Business Engagement focuses on supporting Queensland Aboriginal and Torres Strait Islander small business owners with confidence, capability and capacity to thrive, grow and seize opportunities. The program also supports DESBT staff by providing skills needed to understand, work with and support Queensland’s Indigenous communities.

Priority Reform 3: **Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.**

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**Target: Decrease in the proportion of Aboriginal and Torres Strait Islander people who have experiences of racism**

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Measures

**Aboriginal and Torres Strait Islander people employed in government mainstream institutions and agencies.**

- This measure requires data development activity.

In September 2021, 7,067 Aboriginal and Torres Strait Islander peoples were employed in the Queensland Public Service, equating to 2.5 per cent of the workforce, up from 2.0 per cent five years earlier.

**Aboriginal and Torres Strait Islander representation in governance positions in government mainstream institutions and agencies.**

- This measure requires data development activity.
- The Queensland Department of the Premier and Cabinet is progressing work to collect consistent information on the diversity characteristics of all people appointed to boards to allow it to analyse the diversity of members and report publicly on how boards reflect the diversity in the broader community.

**Number and proportion of government mainstream institutions and agencies with Reconciliation Action Plan (RAP) in place, by RAP type.**

- All Queensland Government departments contribute to the existing Queensland Government RAP, however, this measure requires further data development activity.

Under Queensland's RAP, all agencies are committed to developing a Cultural Capability Action Plan to embed Aboriginal and Torres Strait Islander cultural capability practices within policies, programs and services. A new RAP is being developed for 2023 which will continue to include all Queensland government agencies and be informed by the Evaluation Report on the 2020-2022 RAP, which is due to expire on 31 December 2022.

The Queensland Government recognises it is our collective efforts and responsibility that ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of life. Our vision for reconciliation is to foster and maintain respectful, trusting and mutually beneficial relationships based on an understanding and acknowledgement of past hurts that Aboriginal peoples and Torres Strait Islander peoples have endured and to move forward on a shared journey towards reconciliation where all Queenslanders are equal. Reconciliation is a long-term commitment to building a better future for all Queenslanders.

The RAP, first launched in May 2018, provides a unique opportunity to recognise and celebrate the major achievements towards reconciliation with Aboriginal and Torres Strait Islander Queenslanders, and was developed in partnership with peak reconciliation bodies, Reconciliation Australia and Reconciliation Queensland Incorporated, to measure progress towards reconciliation as articulated in the actions and targets outlined in the RAP.

In implementing the RAP as an accountability framework to achieve reconciliation, it is essential that all departments, agencies and statutory authorities, local governments, and Aboriginal peoples and Torres Strait Islander peoples continue to partner and share responsibilities.

**Government mainstream institutions and agencies reporting actions to implement the transformation elements.**

- This measure requires data development activity.

**Proportion of Aboriginal and Torres Strait Islander people reporting experiences of racism.**

- This measure requires data development activity.

**Proportion of Aboriginal and Torres Strait Islander people who identify as feeling culturally safe in dealing with government mainstream institutions and agencies.**

- This measure requires data development activity.

**Case studies that highlight Priority Reform 3 include:**

- *Public Sector Reform* – public sector reform will be delivered through legislation with associated policies and binding directives setting out critical elements of the employment framework. The Public Service Commission have conducted a consultation and engagement process to consider Aboriginal and Torres Strait Islander perspectives when developing new policies and directives to contribute to an employment framework that is culturally safe and responsive to their needs.
- *Gurra Gurra Framework 2020-2026* – the *Gurra Gurra Framework 2020-2026* supports the Department of Environment and Science (DES) in reframing relationships with First Nations peoples by holding Country and People at the centre of all they do, from policies and programs to service delivery.
- *Department of Education’s legislation changes* – developing options to explicitly recognise Aboriginal and Torres Strait Islander peoples in education legislation.
- *Yhurri Gurri Framework 2021-2024 (the Framework)* – the Framework is an integral part of the Department of State Development, Infrastructure, Local Government and Planning’s day-to-day operations and sets out the department’s ongoing commitment to have a positive impact on First Nations businesses, communities and peoples.

**Priority Reform 4: Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.**

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**Target: Increase the number of regional data projects to support Aboriginal and Torres Strait Islander communities to make decisions about Closing the Gap and their development**

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**Measures**

**Number of formal data sharing partnerships established between government agencies and Aboriginal and Torres Strait Islander people/organisations.**

- This measure requires data development activity.

**Number of comprehensive regional data profiles created.**

- This measure requires further data development activity.

The Queensland Government currently hosts a range of regional profile tools:

- Know Your Community, a census profile tool containing data at a range of Queensland geographies including Indigenous Localities, Local Government Areas, State Electoral Districts and Statistical Areas  
<https://statistics.qgso.qld.gov.au/datsip/profiles>
- Queensland Regional Profiles containing a mix of Census, demographic and administrative data  
<https://statistics.qgso.qld.gov.au/qld-regional-profiles>
- Queensland Housing Profiles containing the latest housing, demographic, social and economic data  
<https://statistics.qgso.qld.gov.au/hpw/profiles>

- StatShot provides targeted statistical reports covering a range of wellbeing outcomes to remote and discrete Aboriginal and Torres Strait Islander communities to facilitate engagement in local decision-making.

***Number of government initiatives established to make data more accessible and usable for Aboriginal and Torres Strait Islander communities and organisations.***

- This measure requires data development activity.

The Queensland Government Open Data Policy Statement and departmental strategies commit to release Queensland Government data to allow it to be freely used by the public. The Open Data Portal operationalises this commitment, containing almost 3,000 datasets. The Queensland Globe enables interaction with spatial data.

The Queensland Aboriginal and Torres Strait Islander Burden of Disease and Injury series provides state-wide data about which conditions, age groups, and geographic areas contribute the most to the disease and injury burden experienced by Aboriginal and Torres Strait Islander people in Queensland.

***Number of government agencies working in partnership with Aboriginal and Torres Strait Islander communities and organisations to build expertise in data collection and analysis.***

- This measure requires data development activity.

**Case studies that highlight Priority Reform 4 include:**

- *Local Thriving Communities (LTC)* – key priority areas of the LTC Action Plan are investment mapping and data sharing and monitoring and evaluation. Investment mapping is progressing for interim Local Decision Making Bodies including developing a consistent methodology for determining direct, regional, and universal service funding for communities.
- *First Nations Health Equity monitoring and evaluation framework* – development of a state-wide First Nations Health Equity monitoring and evaluation framework co-designed in partnership with the Queensland Aboriginal and Islander Health Council (QAIHC) and the Queensland Aboriginal and Torres Strait Islander Clinical Network to measure the effectiveness of the Health Equity Strategies and the broader First Nations health equity reform agenda. The new framework will be underpinned by the principles of Aboriginal and Torres Strait Islander data sovereignty to respect the voices and lived experiences of First Nations peoples.
- *Renewed approach to alcohol management* – Queensland Police Service (QPS), with other government agencies and local Mayors from the discrete Aboriginal communities, are participating in the Sly Grog Working Group. Government agencies build data collation reports in line with Queensland Government Statistician’s Office parameters, for sharing with discrete communities. QPS data collation reports are made available to local QPS Management (Officers in Charge) for sharing with the communities and inform decision making about local priorities such as alcohol management.

For further information on Queensland’s initiatives to address the Priority Reforms, please refer to Queensland’s 2021 Implementation Plan at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg). The national Productivity Commission are leading the development of measures for the Priority Reforms.

Based on progress to date against the Priority Reforms and feedback from key partners, our **next steps**, are to:

- continue to build a transformative relationship and genuine partnership between the Queensland Government, QATSIC and First Nations communities
- support self-determination for Aboriginal and Torres Strait Islander peoples through shared decision-making and First Nations voices in the design, development and delivery of policies, programs and services that impact Aboriginal and Torres Strait Islander peoples

- develop a formal partnership agreement, with QATSIC taking a lead role in shaping and refining the commitments within the Implementation Plan, and reviewing and developing further iterations
- identify opportunities for reprioritisation of efforts and investment
- increase investment into the Aboriginal and Torres Strait Islander community-controlled sector investment
- implement the new Housing and Disability sector strengthening plans
- progress the place-based partnership with Doomadgee
- advance initiatives through the Justice Policy Partnership and new Social Emotional and Wellbeing, Early Childhood Care and Development, Housing and Aboriginal and Torres Strait Islander Languages Policy Partnerships.

## Partnership Actions

Since the National Agreement was signed, the Queensland Government has focussed on building and strengthening relationships with the Queensland's peak Aboriginal and Torres Strait Islander organisations and establishing the decision-making architecture necessary to implement the Agreement. This includes a codesign and partnership approach with Aboriginal and Torres Strait Islander organisations.

Key to the success of the implementation of the National Agreement in Queensland has been the partnership with the Queensland Aboriginal and Torres Strait Islander Coalition (QATSIC). QATSIC co-chairs the Queensland Closing the Gap Partnership Committee, which also has senior representatives from Queensland Government agencies.

The Queensland government has provided funding of \$2.43 million over four years to QATSIC for engagement in the implementation of the National Agreement. Current QATSIC members are:

- Aboriginal and Torres Strait Islander Legal Service (Queensland) Ltd (ATSILS)
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICCP) Ltd
- Queensland Aboriginal and Islander Health Council (QAIHC)
- Queensland Indigenous Family Violence Legal Services (QIFVLS).

Additionally, the 2022-23 Budget provided funding of \$3.1 million over four years to implement the National Agreement that includes:

- \$0.563 million to support a place-based partnership in Doomadgee in 2022-2023;
- \$1.2 million over four years for a range of data commitments;
- \$0.2 million over four years for development of a communications strategy; and
- \$1.14 million over four years for additional policy and data resources to drive and monitor progress under Closing the Gap.

Over the course of the past year, a maturing approach to that which informed the 2021 Implementation Plan has been utilised, in that there has been a greater focus on the establishment of partnerships with Aboriginal and Torres Strait Islander partners to drive implementation of the Priority Reforms. A comprehensive *Partnership Stocktake*, undertaken in mid- 2022, has provided a robust baseline of information around formal partnerships in place between the Queensland government and Aboriginal and Torres Strait Islander partnering organisations and communities. Further, during the past year there has been a greater focus on the interrelatedness of the socioeconomic Targets, to provide a more holistic and strength-based approach, with a view to mature cross-cutting and joined-up effort into the future.

### Some emergent highlights include:

- improved quantity and quality of partnerships between the Queensland government and Aboriginal and Torres Strait Islander people and organisations to drive improved outcomes through shared decision-making

- more formal partnerships established in individual Queensland Government agencies to provide Aboriginal and Torres Strait Islander people a direct say in the policies and programs. Some of these partnerships are related to a specific project and others are related to broader activities delivered through a particular department.
- an enhanced community-controlled sector in Queensland to provide culturally appropriate services and improve employment opportunities for Aboriginal and Torres Strait Islander people
- delivering culturally safe and responsive services to Aboriginal and Torres Strait Islander people to improve outcomes
- improved provision of local data for Aboriginal and Torres Strait Islander peoples to inform and influence policy and program decisions to achieve better outcomes.

Since the release of Queensland's 2021 Implementation Plan, there have been a number of initiatives in the National Agreement that have been progressed in Queensland which demonstrate the principles of a partnership approach with Aboriginal and Torres Strait Islander community-controlled organisations and the local community. These include:

### Sector strengthening plans

Priority Reform Two of the National Agreement on Closing the Gap commits Parties to identify sectors for joint national strengthening efforts every three years through Sector Strengthening Plans. The Early Childhood Care and Development and Health Sector Strengthening Plans have informed and supported Queensland's prioritisation of different actions at different times, depending on the requirements of the sectors in Queensland.

### Some highlights of progress to date for Early Childhood Care and Development Strengthening Plan (Attachment 1) include:


- *Workforce:*
  - The initial rollout of Kindy uplift with more than 350 participating kindergartens. This initiative prioritises and targets funding to kindergarten program providers with higher proportional enrolments of children who identify as Aboriginal and/or Torres Strait Islander, a number of which are Aboriginal and Torres Strait Islander community-controlled organisations. All participating services are investing this funding in professional learning and practice supports which build the capability of ECEC educators to deliver responsive learning programs.
  - Remote Area Teacher Education Program offering early childhood education and care career pathways for Aboriginal and Torres Strait Islander educators who are living and working in remote communities to progress their careers as early childhood educators and teachers.
  - Quarterly residential programs to support maintenance of a supply of suitably qualified educators in rural and remote Queensland; and the provision of targeted skills development, professional development and networking to support educators' capacity to respond to the demands of their roles. A majority of participants are Aboriginal and/or Torres Strait Islander, including RATEP students.
  - The Department of Children, Youth Justice and Multicultural Affairs (DCYJMA) and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) agreeing Terms of Reference and finalising membership for a governance group to oversee the development and implementation of a Workforce Development strategy for the Aboriginal Community Controlled Organisation (ACCO) sector.
  - Identification of priority training needs by ACCOs.
  - Commencement of development of a framework by QATSICPP to guide growth in the sector and ensure its readiness to manage complexities relating to industrial relations, organisational culture and community engagement.

- *Capital Infrastructure*
  - Scoping of service need/demand for integrated child and family responses using the Department of Education’s Spatial Model including vulnerability and strengths indicators for Aboriginal and Torres Strait Islander children and their families. This approach has been tested in a central Queensland location to establish a new Early Years Place.
- *Service Delivery*
  - Department of Education’s continued work with Australian Children’s Education and Care Quality Authority (ACECQA) to fulfil the shared responsibility of upskilling authorised officers in all areas of regulatory practice, including when engaging with Aboriginal and Torres Strait Islander communities and their services.
  - Department of Education’s ‘Regulating for Quality’ framework’s training module to support authorised officers to apply regulation skills across varying contexts, with a focus on working with Aboriginal and Torres Strait Islander communities and service providers.
  - DCYJMA commitment to transitioning investment to the ACCO sector to ensure that First Nations children and families can obtain their support and care through an ACCO.
  - Significant progress with regard to family support (23% of DCYJMA funding is directed to ACCOs) and intensive family support (36% of DCYJMA funding to ACCOs).
  - Queensland is delegating authority for decisions under the *Child Protection Act 1999* to the Chief Executive Officers of Aboriginal and Torres Strait Islander organisations. Two early adopter sites have commenced implementation and are making decisions in relation to certain aspects of the care and protection of approximately 40 children.
  - Current development of a blueprint to guide the broader implementation of delegated authority on a state-wide basis.
  - Funding of the Aboriginal and Torres Strait Islander Family Wellbeing Services providing support to First Nations families through responses designed and delivered by ACCOs.
  - Current development by QATSICPP of a new service model to keep children safe in family rather than being placed with other carers, in line with Aboriginal and Torres Strait Islander Child Placement Principle.
- *Governance*
  - Investigating cross agency approach to support governance and avoid duplication of reporting to multiple agencies (Human Services Quality Framework).
  - Development of standards relating to good governance, membership, practice, cultural safety and partnerships for the ACCO sector, by QATSICPP in 2017 and ongoing training and supporting organisations to implement them since that time.
- *Consistent Funding Model*
  - Review of funded ECEC funded programs including targeted services for Aboriginal and Torres Strait Islander children.
  - Eligibility for DCYJMA funding for services targeted to First Nations people generally restricted to ACCOs, except in circumstances where there is no local Aboriginal or Torres Strait Islander provider with an interest in or capacity to deliver the service.
- *Peak Body*
  - QATSICPP is funded by the Queensland Government as the peak body for the Aboriginal and Torres Strait Islander child protection sector (since 2009).
  - Centre for Excellence established by QATSICPP to establish and embed best practices in policy, practice and program delivery to significantly improve outcomes for Aboriginal and Torres Strait Islander children and families.
  - Evaluations of initiatives such as the Family Wellbeing Services, trials of Family Led Decision Making, and the Early Indigenous Response Collective, all led by Aboriginal or Torres Strait Islander researchers, are adding to the evidence base on effective responses to children and families.



**Some highlights of progress to date for Health Sector Strengthening Plan (Attachment 2) include:**

- *Workforce:*
  - Investment in development of a nationally compliant Certificate III in Indigenous Environmental Health, with course materials developed and currently under review. This Certificate level training is essential for Environmental Health workers based in remote and very remote communities and the materials will be made available to other state jurisdictions employing/supporting Indigenous Environmental health workers in remote settings once completed in 2023.
  - Co-designing of a new *Queensland First Nations Health Workforce Strategy for Action* in partnership with the Queensland Aboriginal and Islander Health Council (QAIHC) to value, invest on and grow Aboriginal and Torres Strait Islander workforces across the health system. The new strategy is due for release in late 2022 or early 2023.
- *Capital Infrastructure*
  - While Qld Health is not responsible for this action, all new builds occurring are working with local First Nations communities, including traditional owner groups, to apply cultural inclusions (such as artwork, traditional plants and other significant items as identified), where appropriate. Consideration and adaption to builds, such as family rooms and culturally safe spaces, are also occurring.
- *Service Delivery*
  - Targeted investment via *Gidgee Healing* in Mornington Island under *Making Tracks* for the delivery of primary care services, child and family health support and treatment of skin conditions to assist in the prevention of conditions such as rheumatic heart disease. Investment is provided to build local capacity on Mornington Island to improve access to place based health services in the community, and progress towards aspirations of a Mornington Island Aboriginal and Torres Strait Islander Community Controlled Health Organisation.
  - In 2020-21, the Queensland Department of Health undertook a recommissioning process, for the provision of culturally safe, responsive healthcare delivered by multidisciplinary care teams, with the Aboriginal and Torres Strait Islander Community Controlled Health Sector (ATSICCHS). Contract schedules, were reviewed, consolidated and renegotiated to identify opportunities for greater flexibility that support community-led priority setting, co-designed models of care and streamlined reporting to reduce the administrative burden on funding recipients.  
Contract schedules were developed in partnership with QAIHC and individual ATSICCHS to:
    - Support the capacity, capability and flexibility of ATSICCHS to determine and design models of care to meet the needs of their local community.
    - Increase focus on measurable health outcomes supported through streamlined and improved data collection and analysis that builds a story for future investment.
    - Improve the health and wellbeing outcomes for all First Nations peoples, reflected in their journey throughout a lifespan and across an integrated health system.
    - Share responsibility and accountability for the design, delivery and monitoring of services.
- *Governance*
  - Transitioning of delivery of primary health care services to Aboriginal and Torres Strait Islander Community Controlled Health Service arrangements in Yarrabah. *Gurriny Yealamucka* is now the primary provider of primary health care services following the transition of Queensland Government funded primary health care services from Cairns and Hinterland Hospital and Health Service to *Gurriny Yealamucka*.
  - Queensland Government funding and delivery of primary health care services on Palm Island transitioned from Townsville Hospital and Health Service to an Aboriginal and Torres Strait Islander Community Control arrangement, through the Palm Island Community Company. The



Townsville Hospital and Health Service continues to provide child and maternal health services on Palm Island.

- *Consistent Funding Model*
  - Queensland Health supporting funding of the Aboriginal and Torres Strait Islander Community Controlled health sector where possible/appropriate.
  - Funding reviews taking place across Queensland Health, in particular the *Making Tracks* resources, to ensure an equitable health system and consistent funding for First Nations peoples.
- *Peak Body*
  - QAIHC is funded by the Queensland Government as the peak body for the Aboriginal and Torres Strait health sector.

#### **Place Based Partnership with Doomadgee**

Clause 39 of the National Agreement requires that Joint Council consider the locations for six new place-based partnerships within 12 months of commencement of the Agreement. In agreement with the community, Doomadgee, will be Queensland's first place-based partnership under the National Agreement.

The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships has received funding of \$0.563 million through the Budget to support implementation of the place-based partnership in Doomadgee in 2022-2023.

Engagement between Doomadgee Aboriginal Shire Council and Local Thriving Communities, within the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships, is currently focussed on establishing local decision making structures that will help transform how government and Doomadgee community work together, aligning with Closing the Gap partnership aims.

#### **Justice Policy Partnership**

Under Clause 38 of the National Agreement, Parties have committed to establishing five policy partnerships by the end of 2022. The Justice Policy Partnership was accelerated and established in late 2021.

Led by the Department of Justice and Attorney-General in Queensland, the Justice Policy Partnership Executive Governance Group (the Governance Group) and the Justice Policy Partnership Working Group have been established to support the Queensland Government's commitment to new Closing the Gap targets. The Governance Group, co-chaired by the Chief Executive Officer (CEO), Aboriginal and Torres Strait Islander Legal Service includes QATSIC members, Senior Executive representatives from across Government and other Aboriginal and Torres Strait Islander leaders, acknowledging that solutions to incarceration rates lie across the service system and cannot be isolated to the criminal justice sector. The Working Group is co-chaired by the Department of Justice and Attorney-General and the Queensland Indigenous Family Violence Legal Service.

The Justice Policy Partnership framework in Queensland acknowledges that pro-social connections such as education, employment and training, appropriate housing and community belonging are central to disrupting poverty and increasing social capital. The approach of the Governance Group recognises that a broad and effective public service system, along with an engaged partnership with the community, non-government organisations (particularly Aboriginal and Torres Strait Islander community-controlled organisations) and individuals, is the key to reduce Aboriginal over-representation and achieve the Closing the Gap targets.



## Jurisdictional Actions

### Update on progress against actions identified for 2021-2022

A number of **highlight initiatives** in the 2022 Implementation plan that are progressing improvement towards the socio-economic targets, include:

- *Long and healthy lives*
  - *First Nations health equity reform agenda* – to drive improvements across the health system by implementing a First Nations health equity reform agenda to achieve health equity, eliminate institutional racism and attain the national goal of life expectancy parity by 2031 in partnership with the Aboriginal and Torres Strait Islander community-controlled health sector.
  - *Rheumatic Heart Disease: Queensland's First Nations Strategy 2021-2024* (\$4.5 million in 2021-2024) – provides a pathway to a whole-of-system response to eliminate Rheumatic Heart Disease among First Nations people and was co-designed with the Aboriginal and Torres Strait Islander Community Controlled Health Sector.
  - *Deadly Choices Healthy Lifestyle program* (\$27.23 million over three years from 1 July 2021 to 30 June 2024) – funding the Institute for Urban Indigenous Health to deliver the Deadly Choices Healthy Lifestyle program, a broadly recognised campaign supported by programs and health services to encourage health and wellbeing in a holistic way.
  - *Queensland Health Growing Deadly Families Aboriginal and Torres Strait Islander Maternity Services Strategy 2019-2025* (Up to \$19.9 million will be available from 2021-2022 to 2023-2024) – to support progress to ensuring every woman in Queensland giving birth to Aboriginal and/or Torres Strait Islander babies has access to high quality, clinical and culturally capable maternity services.
  - *Local Thriving Communities Social and Emotional Wellbeing Program* (over \$3 million) – initiatives which have been co-designed with local leadership to improve mental health and social and emotional wellbeing outcomes, respond to substance misuse, and reduce rates of suicide in Aboriginal and Torres Strait Islander communities.
  - *Aboriginal and Torres Strait Islander Housing Action Plan* (\$ 67.1 million) – to deliver new housing, as jointly agreed with communities under local housing plans. This commitment includes and supports place-based, local decision-making principles and a commitment of a Queensland Government funded \$40 million Interim Capital Works program; alongside \$105 million Forward Capital Program funded by the Australian Government.
  - *Queensland Health Aboriginal and Torres Strait Islander Public Health Program* (\$34.5 million) – to drive improvements to environmental health conditions in First Nations Local Government areas and reduce the burden of disease. This commitment includes the local employment of Indigenous Environmental Health Workers and Indigenous Animal Management Workers to oversight and deliver on environmental health initiatives for their communities with support from Public Health Unit staff.
- *Thriving children achieve their potential*
  - *Kindergarten Funding Scheme* – (\$211 million per annum) to kindergartens including in outer regional, remote and very remote communities to attract and retain early childhood educators, which will help to increase opportunities to employ more Aboriginal and Torres Strait Islander educators.

- *A great start to kindergarten* - which supports the successful transition of children aged three years, who were not currently attending an early childhood education and care program, into an approved kindergarten program the following year.
- enhancing the new Kindergarten Funding Scheme to support Aboriginal and Torres Strait Islander families by ensuring that the cost of kindergarten is not a barrier to participation and kindergarten remains low or at no cost for Aboriginal and Torres Strait Islander families no matter where they live.
- *Deadly Ears Program* and corresponding policy *Deadly Kids, Deadly Futures: Queensland's Aboriginal and Torres Strait Islander Child Ear and Hearing Health Framework 2016-2026*.
- *Strong economic development and development*
  - *Link and Launch* – supporting Year 12 completers not in education, training or employment to make a successful transition to study or work in 30 targeted sites. This initiative has delivered strong transitions for participants, including Aboriginal and Torres Strait Islander young people, who have completed Year 12 to transition to further study or work.
  - Development of the new *Queensland First Nations Health Workforce Strategy* – the new strategy is being co-designed in partnership between Queensland Health and the Aboriginal and Torres Strait Islander community-controlled health sector. The strategy will be the first integrated Aboriginal and Torres Strait Islander health workforce developed for the health system in Queensland and will deliver targeted initiatives to value, invest in and grow Aboriginal and Torres Strait Islander health workforces.
  - *Back to Work* (funding of up to \$140 million over four years) – this program provides businesses the confidence to employ Queenslanders who have experienced a period of unemployment and help workers facing disadvantage in the labour market. The revitalised program specifically focuses on supporting young people (aged 15- 24 years), Aboriginal and Torres Strait Islander peoples, people with disability, and long-term unemployed people (unemployed 52 weeks or longer).
  - *Skilling Queenslanders for Work* (\$80 million per annum ongoing) – helps eligible Queenslanders, including Aboriginal peoples and Torres Strait Islander peoples, to gain the skills, qualifications and experience needed to enter and stay in the workforce.
  - *First Nations Training Strategy* (\$ 8.3 million) – to support First Nations people to be better connected with training and skilling opportunities that link to sustainable jobs.
- *Strong and safe families and communities*
  - *Aboriginal and Torres Strait Islander Kinship program* – partner with QATSICPP to develop and implement an Aboriginal and Torres Strait Islander Kinship program, inclusive of relevant services, that connect children in care with kin and culture, enable and support kin to care for children to prevent ongoing statutory intervention and enable children who require ongoing statutory intervention to be cared for by kin.
  - *Justice Policy Partnership*– develop a joined-up approach to Aboriginal and Torres Strait Islander justice policy, with a focus on Outcomes 10 and 11 of the National Agreement, to reduce over-incarceration of Aboriginal and Torres Strait Islander adults and young people.
  - *Women's Safety and Justice Taskforce* (\$363 million funding package) – implementation of recommendations from Report 1 of the Women's Safety and Justice Taskforce.
  - *Youth Justice Taskforce Multi-agency panels* – establishment of 18 intensive multi-agency collaborative panels throughout Queensland to provide a holistic approach to address recidivist youth offending, noting a significant proportion of this cohort identify as First Nations children.

- *Flourishing cultures and languages*
  - *Protected area management planning* – partnering with Aboriginal and Torres Strait Islander people to undertake protected area management planning to ensure ongoing commitments and cultural obligations form a strong part of managing protected areas.
  - *Land and sea interests* – Queensland's Land Rights legislation, the Aboriginal Land Act 1991 and Torres Strait Islander Land Act 1991, provides for the grant of inalienable (cannot be sold) freehold land to be held in trust for the benefit of Aboriginal peoples and Torres Strait Islander peoples. Since enactment of these Acts approximately 6.24 million hectares have been granted. Queensland remains committed to recognising native title where it continues to exist and where the requirements of the Commonwealth's Native Title Act 1993 can be met. Queensland continues to lead other Australian jurisdictions in the settlement of native title claims.
  - *Indigenous Languages Grants* – \$400,000 available in 2021 to help promote, preserve and revive Aboriginal and Torres Strait Islander languages.
  - *Celebrating Reconciliation Grants* – \$150,000 available in 2022 to celebrate and build on respectful relationships shared by Aboriginal peoples and Torres Strait Islander peoples, and other Australians during National Reconciliation Week.

While Queensland has seen improvements in certain outcomes for Aboriginal and Torres Strait Islander people, more needs to be done and that the only way sustained progress can be made is in partnership with Aboriginal and Torres Strait Islander organisations and communities.

#### Update on progress of trend and targets for 2021-22

In reporting on progress towards closing the gap, further to this Annual Report, the Queensland Government has committed to producing an annual snapshot report on how Closing the Gap targets are tracking in Queensland, through the *Queensland Closing the Gap Snapshot Report (2022 Edition)* (the Snapshot). The 2022 edition of the Snapshot is the first since the new National Agreement was signed containing the current 17 socio-economic targets.

The 2022 Snapshot provides an accessible, user-friendly account of progress to date towards priority reforms and socioeconomic targets. To support broad use of the Snapshot, socioeconomic outcomes are grouped under the cluster headings of: long and healthy lives, thriving children achieving their potential, strong economic participation and development, strong and safe families and communities, and flourishing cultures and languages.

The 2022 Snapshot will be publicly released on the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships website.

#### PROGRESS AGAINST TARGETS FOR QUEENSLAND

	Baseline data and progress against target for Queensland*
<p><b>Outcome 1:</b> <i>Aboriginal and Torres Strait Islander people enjoy long and healthy lives</i></p> <p><b>Target 1:</b> <i>Close the gap in life expectancy within a generation, by 2031.</i></p>	<p><b>NOT ON TRACK</b></p> <p>Baseline: 2005-2007</p>
<p><b>Outcome 2:</b> <i>Aboriginal and Torres Strait Islander children are born healthy and strong</i></p> <p><b>Target 2:</b> <i>Increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent by 2031.</i></p>	<p><b>ON TRACK</b></p> <p>Baseline: 2017</p> <p><b>89.7%</b> in 2019</p>



	Baseline data and progress against target for Queensland*
<p><b>Outcome 3:</b> <i>Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years</i></p> <p>Target 3: Increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Fulltime Schooling (YBFS) <b>early childhood education</b> to 95 per cent by 2025.</p>	<p><b>ON TRACK</b></p> <p>Baseline: 2016</p> <p><b>95.1%</b> in 2021</p> <p>Not significantly different from Target</p>
<p><b>Outcome 4:</b> <i>Aboriginal and Torres Strait Islander children thrive in their early years</i></p> <p>Target 4: Increase the proportion of Aboriginal and Torres Strait Islander children assessed as <b>developmentally on track</b> in all five domains of the Australian Early Development Census (AEDC) to 55 per cent by 2031.</p>	<p><b>NOT ON TRACK</b></p> <p>Baseline: 2018</p> <p><b>33.8%</b> in 2021</p>
<p><b>Outcome 5:</b> <i>Aboriginal and Torres Strait Islander students achieve their full learning potential</i></p> <p>Target 5: Increase the proportion of Aboriginal and Torres Strait Islander people (age 20–24) <b>attaining year 12 or equivalent</b> qualification to 96 per cent by 2031.</p>	<p>Baseline: 2016</p> <p><b>69.5%</b></p>
<p><b>Outcome 6:</b> <i>Aboriginal and Torres Strait Islander students reach their full potential through further education pathways</i></p> <p>Target 6: Increase the proportion of Aboriginal and Torres Strait Islander people aged 25–34 years who have <b>completed a tertiary qualification</b> (Certificate III and above) to 70 per cent by 2031.</p>	<p>Baseline: 2016</p> <p><b>42.4%</b></p>
<p><b>Outcome 7:</b> <i>Aboriginal and Torres Strait Islander youth are engaged in employment or education</i></p> <p>Target 7: Increase the proportion of Aboriginal and Torres Strait Islander youth (15–24 years) who are <b>in employment, education or training</b> to 67 per cent by 2031.</p>	<p>Baseline: 2016</p> <p><b>55.4%</b></p>
<p><b>Outcome 8:</b> <i>Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities</i></p> <p>Target 8: Increase the proportion of Aboriginal and Torres Strait Islander people aged 25–64 who are <b>employed</b> to 62 per cent by 2031.</p>	<p>Baseline: 2016</p> <p><b>52.1%</b></p>
<p><b>Outcome 9:</b> <i>Aboriginal and Torres Strait Islander people secure appropriate, affordable housing that is aligned with their priorities and needs</i></p> <p>Target 9: Increase the proportion of Aboriginal and Torres Strait Islander people living in <b>appropriately sized (not overcrowded) housing</b> to 88 per cent by 2031.</p>	<p><b>NOT ON TRACK, but increasing</b></p> <p>Baseline: 2016</p> <p><b>81.2%</b> in 2021</p>
<p><b>Outcome 10:</b> <i>Aboriginal and Torres Strait Islander people are not overrepresented in the criminal justice system</i></p> <p>Target 10: Reduce the rate of Aboriginal and Torres Strait Islander adults held in <b>incarceration</b> by at least 15 per cent by 2031.</p>	<p><b>NOT ON TRACK</b></p> <p>Baseline: 2019</p> <p><b>2,144</b> per 100,000 in 2021</p>
<p><b>Outcome 11:</b> <i>Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system</i></p> <p>Target 11: Reduce the rate of Aboriginal and Torres Strait Islander young people (10–17 years) in <b>detention</b> by at least 30 per cent by 2031.</p>	<p><b>ON TRACK</b></p> <p>Baseline: 2018–19</p> <p><b>32.8</b> per 10,000 in 2020–21</p>



	Baseline data and progress against target for Queensland*
<p><b>Outcome 12:</b> <i>Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system</i></p> <p>Target 12: Reduce the rate of over-representation of Aboriginal and Torres Strait Islander <b>children in out-of-home care</b> by 45 per cent by 2031.</p>	<p><b>NOT ON TRACK</b></p> <p>Baseline: 2019</p> <p><b>43.4</b> per 1,000 in 2021</p>
<p><b>Outcome 13:</b> <i>Aboriginal and Torres Strait Islander families and households are safe</i></p> <p>Target 13: The rate of all forms of family <b>violence and abuse</b> against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero, by 2031.</p>	<p>Baseline: 2018–19</p> <p><b>6.4%</b> women reported violence or threatened violence</p>
<p><b>Outcome 14:</b> <i>Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing</i></p> <p>Target 14: Significant and sustained reduction in <b>suicide</b> of Aboriginal and Torres Strait Islander people towards zero.</p>	<p><b>NOT ON TRACK</b></p> <p>Baseline: 2014–2018</p> <p><b>28.0</b> per 100,000 in 2016–2020</p>
<p><b>Outcome 15:</b> <i>Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters</i></p> <p>Target 15a: A 15 per cent increase in Australia’s <b>landmass</b> subject to Aboriginal and Torres Strait Islander people’s legal rights or interests by 2030.</p> <p>Target 15b: A 15 per cent increase in areas covered by Aboriginal and Torres Strait Islander people’s legal rights or interests in the <b>sea</b> by 2030.</p>	<p><b>ON TRACK</b></p> <p>Baseline: 2020</p> <p><b>31.2%</b> in 2021 Land</p> <p><b>19.9%</b> in 2021 Sea</p>
<p><b>Outcome 16:</b> <i>Aboriginal and Torres Strait Islander cultures and languages are strong, supported and flourishing</i></p> <p>Target 16: There is a sustained increase in number and strength of Aboriginal and Torres Strait Islander <b>languages</b> being spoken by 2031.</p>	<p>Baseline: 2019</p> <p>No state data</p>
<p><b>Outcome 17:</b> <i>Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives</i></p> <p>Target 17: By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.</p>	<p>Baseline: 2014–15</p> <p><b>76.1%</b> accessed internet at home</p>


\*At the time of the report’s compilation, there were no additional data beyond the baseline for Targets 5, 6, 7, 8, 13, 16 and 17.

## Reprioritisation of effort and investment

Queensland is committed to reprioritising effort and investment to ensure that Aboriginal and Torres Strait Islander organisations, particularly to community-controlled organisations.

Our key Aboriginal and Torres Strait Islander partners, from the jurisdictional level (including QATSIC as co-Chair of the Queensland Partnership Committee and other community-controlled peaks) through to agency and initiative partnerships, are essential to shared decision making around effort and investment reprioritisation.

Through embedding of Priority Reforms, including those specifically focussed on data informed (including through monitoring and evaluation of initiatives) evidence based shared decision making and co-design with



Aboriginal and Torres Strait Islander organisations and communities, Queensland aims to further improve identification of reprioritisation opportunities.

Ongoing discussions between Queensland government agencies will assist in progressing a more comprehensive understanding of current spending on Aboriginal and Torres Strait Islander programs and services, with a view to improving approaches to reprioritisation of effort and investment.

*Queensland's 2022 Closing the Gap Implementation Plan and Attachment to the 2022 Implementation Plan*, at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg) provides an overview of actions, effort and investment around the Priority Reforms and Socio-economic outcomes and Targets, to close the gap. This will be reported on in the next Closing the Gap Annual Report.

Refer also to the following sections within this Report: *What the data tell us* (p.6), *Embedding Priority Reforms* (p.7) and *Partnership Actions* (p.13).

## Next Steps

Overall, while Queensland has seen improvements in certain outcomes for Aboriginal and Torres Strait Islander people, more needs to be done.

The only way sustained progress can be made is in partnership with Aboriginal and Torres Strait Islander organisations and communities. Accordingly, over the next 12 months the Queensland Government will continue to work with QATSIC and First Nations communities to:

- implement the sector strengthening plans
- progress the place-based partnership with Doomadgee
- advance initiatives through the Justice Policy Partnership to reduce incarceration rates for Aboriginal and Torres Strait Islander people
- establish policy partnerships for early childhood care and development, social and emotional wellbeing, housing and Aboriginal and Torres Strait Islander languages, and
- develop, in partnership with a community-controlled organisation, an ongoing communications framework on Closing the Gap.

Reprioritisation of effort and investment during the forthcoming 2022-23 year is evident in *Queensland's 2022 Closing the Gap Implementation Plan and Attachment to the 2022 Implementation Plan*, at [www.qld.gov.au/ctg](http://www.qld.gov.au/ctg).





# Annual reporting requirements

## General Annual Requirement

### Clause 118. a.

**National Agreement Clause: 118. a. Jurisdictions will draw from the dashboard and annual Productivity Commission data compilation report, to ensure consistency of measures of progress.**

Refer to: *What the data tells us* (p.6).

The Productivity's Commission's Data Dashboard and Annual Data Compilation Report are critical key informers in the planning, monitoring and evaluation of Queensland's progress towards closing the gap.

While Queensland does draw data from the Dashboard, it also chooses to assess progress against the national target, and applies statistical testing to assess measures of progress. Where Queensland reporting may differ from the Productivity Commission Data Dashboard is in the 'assessment' section, for example, Target 3: *By 2025, increase the proportion of Aboriginal and Torres Strait Islander children enrolled in Year Before Full time Schooling (YBFS) early childhood education to 95 per cent.* The Productivity Commission report assesses Queensland as 'improvement' for this target, while Queensland's snapshot report provides an assessment of 'on track' (or 'met'), based on statistical testing that determined the proportion of children enrolled in YBFS early childhood education at 95.1% was not significantly different from the target.

Queensland has consistently provided comprehensive and high quality feedback to the Productivity Commission upon their request for jurisdictional input in relation to development of the Data Dashboard and the Data Compilation Report. This feedback has drawn on the expertise across government, including the Queensland Government Statisticians Office, and has been welcomed by the Productivity Commission for its purposefulness and usefulness in informing development of these vital components of the Productivity Commission's data architecture.

### Clause 118. b.

**National Agreement Clause: 118. b. Jurisdictions will include information on efforts to implement the National Agreement's four Priority Reform areas, particularly outlining how implementation aligns with the principles for action.**

Refer to: *Embedding the Priority Reforms* (p.7).

Efforts to implement the National Agreement's Priority Reforms areas, through alignment of principles with action, has occurred through the Queensland Government focussing on building and strengthening relationships with Queensland's peak Aboriginal and Torres Strait Islander organisations and establishing the decision-making architecture necessary to implement the National Agreement. This includes a co-design and partnership approach with Aboriginal and Torres Strait Islander partners to drive implementation, monitor outcomes and report on progress.

Work against Priority Reforms has seen building of the role of the Queensland Partnership Committee for the co-design of the 2022 Implementation Plan to progress the priority reforms and socio-economic targets in the National Agreement. This new approach sought commitment from Queensland agencies to fulfil the ambitions of the National Agreement with all relevant agencies and Aboriginal and Torres Strait Islanders providing input to the Implementation Plan.

The first Implementation Plan, publicly released in August 2021, provided the baseline for activities across government to implement the National Agreement. Based on feedback by the National Coalition of Peaks and QATSIC, Queensland's Closing the Gap Implementation Plan 2022 (the 2022 Implementation Plan) will give greater focus to developing



partnerships with First Nations organisations and embedding the Priority Reforms (shared decision making; build the community control sector; improving mainstream institutions; Aboriginal and Torres Strait led data initiatives) and highlight the interrelationships between the 17 socio-economic targets.

### Clause 118. c.

**National Agreement Clause: 118. c. Jurisdictions will demonstrate how efforts, investment and actions are aligned and support the achievement of Closing the Gap goals.**

Refer to: *Reprioritisation of effort and investment* (p.22).

Queensland’s 2021 Implementation Plan consisted of a concise overview of the priority reforms and initiatives and an attachment which provided all the input provided by government agencies. Each action included in the Plan was linked to either a priority reform or a socioeconomic outcome, and included funding allocated, timeframe and the responsible Minister. This comprehensive document outlined all efforts aligned with and supportive of the achievement of Closing the Gap goals.

All initiatives that were included in the 2021 Implementation Plan were funded as they were existing or announced government commitments. Based on review of the 2021 Implementation Plan, the 2022 Implementation Plan will also include strategies that are being developed within existing resources.

Ongoing discussions between Queensland government agencies will assist in progressing a more comprehensive understanding of current investment in Aboriginal and Torres Strait Islander programs and services, with a view to improving approaches to reprioritisation of effort and investment. Methods to improve understanding of investment, such as through an Indigenous Expenditure Review process, which may provide a more comprehensive understanding of current spending on Aboriginal and Torres Strait Islander programs and services, is currently under discussion between the relevant Queensland government agencies.



## Priority Reforms Annual Requirements

### Priority Reform 1 – Formal Partnerships and Shared Decision Making

#### Clause 37.

**National Agreement Clause 37.** Jurisdictions will include in their annual reports (Clauses 118 and 119) information on partnerships, including the number of partnerships, those that have been reviewed, for each partnership which strong partnership elements are met and unmet, and what has been achieved through the partnerships.

Refer to: *Embedding Priority Reforms – Priority Reform 1* (p.7).

The Queensland Government has focussed on building and strengthening partnerships with Queensland’s peak Aboriginal and Torres Strait Islander organisations and establishing the shared decision-making architecture necessary to implement the National Agreement. This includes a co-design and partnership approach with Aboriginal and Torres Strait Islander partners to drive implementation, monitor outcomes and report on progress at state and national levels.

Key to successfully implementing the National Agreement in Queensland, is the partnership between Queensland Government agencies and QATSIC, as co-chair of the Queensland Closing the Gap Partnership Committee. Current QATSIC members are also members of the National Coalition of Peaks and include:

- Aboriginal and Torres Strait Islander Legal Service (Queensland) Ltd (ATSILS);
- Queensland Aboriginal and Torres Strait Islander Child Protection Peak Ltd (QATSICPP);
- Queensland Aboriginal and Islander Health Council (QAIHC); and
- Queensland Indigenous Family Violence Legal Services (QIFVLS).

The Queensland Government has provided funding of \$2.43 million over four years (from 2021) to QATSIC in recognition of the work required to co-design and drive implementation of the National Agreement.

Since the release of the 2021 implementation plan, the focus across government has been on building strong partnerships with First Nations community controlled and other Aboriginal and Torres Strait Islander organisations. Accordingly, the 2022 Implementation Plan will highlight a greater focus on building partnerships with Aboriginal and Torres Strait Islander organisations under the Priority Reforms with a stronger co-design approach.

Queensland has several other partnership mechanisms with Aboriginal and Torres Strait Islander peoples, including:

- Treaty Advancement Committee and Path to Treaty Independent Interim Body
- First Nations Consultative Committee
- Local Thriving Communities Joint Coordinating Committee
- Ministerial and Government Champions program
- Queensland First Children and Families Board
- First Nations Health Improvement Advisory Committee
- Queensland’s Closing the Gap Partnerships Committee
- Justice Policy Partnership
- Community Justice Groups
- Youth Interdepartmental Committee
- Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Committee.

The development of partnerships between government and Aboriginal and Torres Strait Islander organisations and communities is critical to achieving improved Closing the Gap outcomes. Examples of strong partnerships developed since the release of Queensland 2021 Implementation Plan include:



- *Place Based Partnership with Doomadgee* – place-based partnerships have a focus on Priority Reform One of the National Agreement where Aboriginal and Torres Strait Islander people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements. The Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships received funding through the 2022-23 Budget to implement the place-based partnership in Doomadgee.
- *Justice Policy Partnership* – led by the Department of Justice and Attorney-General in Queensland, the Justice Policy Partnership Executive Governance Group, supported by a Cross-Agency Working Group has been established to support the Queensland Justice Policy Partnership representative and to ensure a whole-of-government and partnership approach to achieving the Closing the Gap justice targets.
- *Logan Together Collaboration Agreement* – is a place-based partnership and has an existing Logan Together Collaboration Agreement. The Agreement establishes governments' and community's decision to join their resources and efforts for local change. One of the Co-Chairs is Warril Yari-Go Karulbo.
- *Delegated Authority* – the Department of Children, Youth Justice and Multicultural Affairs has signed a Collaboration Agreement with the Queensland Aboriginal and Torres Strait Islander Child Protection Peak and Family Matters Queensland to progress 'delegated authority', the process where functions or powers of the *Child Protection Act 1999* can be delegated from the Chief Executive Officer of the department to an Aboriginal or Torres Strait Islander Chief Executive Officer of an Aboriginal and Torres Strait Islander Community Controlled Organisation, for an Aboriginal and Torres Strait Islander child, where certain requirements are met.
- *Local Decision Making Bodies* – in Hope Vale, Aurukun, Mapoon, Napranum and Wujal Wujal, through LTC the Queensland Government seeks to build on a community's strengths, embracing existing leadership structures to enable communities to establish LDMBs that will influence and co-design and delivery of services, ensure investment makes their community stronger and maximise opportunities for local service and industry partnerships.

Queensland undertook a *Partnership Stocktake* (the Stocktake) in 2022 which highlighted the strong partnerships that have been developed and implemented across government so that Aboriginal and Torres Strait Islander people and organisations can have a direct say in how policy and programs are developed. The Stocktake provides a comprehensive baseline understanding of the number of and characteristics of partnerships between Queensland government agencies and Aboriginal and Torres Strait Islander communities and organisations. It is a valuable starting point for deeper analysis of each partnership arrangement to assess the strength of partnership elements, and contribute to future review and understanding of what has been achieved through each partnership. The information identified by each agency and captured for each partnership in the *Partnership Stocktake* includes:

- Terms of Reference
- Purpose/function (including scope of discussions)
- Form
- Underlying values/principles
- Establishment
- Funding
- Membership and respective roles
- Governance structure
- Data and information
- Accessibility
- Timeframes
- Review
- Outcomes achieved
- Improvements made to the partnership.

Preliminary review of the Partnership Stocktake tells us that:

- there are approximately 46 formal partnerships operating between a diverse range of Queensland government agencies and Aboriginal and Torres Strait Islander communities and/or organisations;
- partnerships take on numerous forms from highly structured partnerships with standing Terms of Reference, to partnerships that have formal agreements negotiated annually by all parties involved, and partnerships that operate without guiding Terms of Reference or formalised agreement;



- there are varying levels of maturity to partnerships in terms of governance, review and monitoring of outcomes achieved; and
- partnerships are characterised by sincere intent for shared decision making and genuine partnership.

Further analysis of the Partnership Stocktake will occur in the near future to determine the next steps required to mature and grow partnerships and build understanding across government of what constitutes a genuine partnership as characterised by strong partnership elements.

## Priority Reform 2 – Building the Community-Controlled Sector

### Clause: 47.

**National Agreement Clause: 47** Jurisdictions will include information on action taken to strengthen the community-controlled sector based on the elements of a strong sector as outlined in Clauses 118 and 119.

Refer to: *Embedding Priority Reforms – Priority Reform 2* (p.9) and *Partnership actions* (p.13).

Clause 45 of the National Agreement specifies that strong community-controlled sector elements are:

- sustained capacity building and investment in Aboriginal and Torres Strait Islander community-controlled organisations;
- dedicated and identified Aboriginal and Torres Strait Islander workforce (that complements a range of other professions and expertise) with wage parity;
- strong governance and policy development influencing capability supported by a Peak Body; and
- a dedicated, reliable and consistent funding model.

Queensland is committed to building a strong Aboriginal and Torres Strait Islander community-controlled sector and organisations in line with the strong sector elements outlined above.

Proxy data from the 2014–15 National Aboriginal and Torres Strait Islander Social Survey show that of those who accessed services, 71.8 per cent reported that they did not have any problems with access.

The Early Childhood Care and Development and Health Sector Strengthening Plans have proved valuable resources to inform prioritisation, partnering and negotiating of respective beneficial sector-strengthening strategies. Highlights of actions taken in response to building the community-controlled sector through sector strengthening for Early Childhood Care and Development and Health are outlined in the Sections referenced above and Attachments 1 and 2.

### Clause: 113.

**National Agreement Clause 113: Government Parties, by July 2022, agree to review and identify current spending on Aboriginal and Torres Strait Islander programs and services to identify reprioritisation opportunities to Aboriginal and Torres Strait Islander organisations, particularly to community-controlled organisations. Actions taken to implement the outcomes of these reviews will be included in Jurisdictional Implementation Plans and annual reports.**

Queensland is committed to identifying reprioritisation opportunities to Aboriginal and Torres Strait Islander organisations, particularly to community-controlled organisations. Through embedding of Priority Reforms, specifically focussed on data informed (including through monitoring and evaluation of initiatives), evidence based shared decision making and co-design with Aboriginal and Torres Strait Islander organisations and communities, Queensland aims to improve identification of reprioritisation opportunities.



Under Queensland’s RAP, all agencies committed to developing a Cultural Capability Action Plan to embed Aboriginal and Torres Strait Islander cultural capability practices within policies, programs and services.

A new RAP is being developed for 2023 which will continue to include all Queensland government agencies and be informed by the Evaluation Report on the 2020-2022 RAP.

## Priority Reform 4 – Shared Access to Data and Information at a Regional Level

### Clause 73.

**National Agreement Clause: 73. Jurisdictions will provide information on action taken to improve access to data and information by Aboriginal and Torres Strait Islander people and organisations.**

Refer to: *Embedding Priority Reforms – Priority Reform 4* (p.11).

The Queensland Government currently hosts a range of regional profile tools:

- Know Your Community, a census profile tool containing data at a range of Queensland geographies including Indigenous Localities, Local Government Areas, State Electoral Districts and Statistical Areas 2  
<https://statistics.qgso.qld.gov.au/datsip/profiles>
- Queensland Regional Profiles containing a mix of Census, demographic and administrative data  
<https://statistics.qgso.qld.gov.au/qld-regional-profiles>
- Queensland Housing Profiles containing the latest housing, demographic, social and economic data  
<https://statistics.qgso.qld.gov.au/hpw/profiles>
- StatShot provides targeted statistical reports covering a range of wellbeing outcomes to remote and discrete Aboriginal and Torres Strait Islander communities to facilitate engagement in local decision-making.

Further, Local Thriving Communities (LTC) government reform process is articulated in the first LTC Action Plan 2022-24 and is focussed on investment mapping, data sharing and monitoring and evaluation, standing up Local Decision Making Bodies, whole-of-government capacity building and mapping existing legislative and procurement frameworks. The Commonwealth is supporting audit and analysis of funded services in Mornington Shire and will be requested to support investment mapping and data sharing in other communities.

**ATTACHMENT 1** Delivery on the Key Areas for Action Identified in the Early Childhood Care and Development Sector Strengthening Plan

## Priority Reform Two: Building the community-controlled sector

### Jurisdictional Actions

National Agreement Clause 47: Government Parties will include in their Jurisdictional annual reports information on action taken to strengthen the community-controlled sector based on the elements of a strong sector, as outlined in Clauses 118 and 119.

In their annual reports, jurisdictions, in collaboration with relevant stakeholders, may prioritise implementation of different Sector Strengthening Plan actions at different times, depending on the requirements of the sector in a particular jurisdiction. Progress on implementing Sector Strengthening Plans for Early Childhood Development Care, agreed in-principle by Joint Council in December 2021, is outlined below.

Progress on key Queensland actions from the Early Childhood Care and Development Sector Strengthening Plan is outlined below.

### Action Table Early Childhood Care and Development (ECCD) Sector Strengthening Plan

#### A. Workforce

No.	Action	Responsibilities	Resources	Report on progress to date
A1	Examine 2021 National ECEC Workforce Census data to develop an accurate picture of the current Aboriginal and Torres Strait Islander ECEC workforce across Australia, and the workforce for Aboriginal and Torres Strait Islander ECEC services	Australian Government In collaboration with Department of Education	Internal Departmental resources	<p>The results of the 2021 National ECEC Workforce Census are yet to be distributed by the Australian Government.</p> <p>Based on the Queensland DoE 2021 ECEC Census, the number of Aboriginal or Torres Strait Islander workers in <u>kindergarten settings</u> (eKindy, Kindergarten Services, LDC, Remote Kindy and Pre-Prep) are as follows:</p> <ul style="list-style-type: none"> <li>• 1,447 staff</li> <li>• 1,290 Educators</li> <li>• 74 ECT Qualified</li> <li>• 51 ECT WT</li> </ul> <p>There are also 10 non-educators that are Qualified ECTs and 2 non-educators that are Working Towards, meaning that total numbers would be 137 ECTs – 84 Qualified ECTs and 53 WT.</p> <p>Once the National Census results are available, the department will use these in addition to its own Census data to help inform future approaches to existing initiatives/programs and/or the potential development of additional initiatives/programs.</p>



A2	Support Aboriginal and Torres Strait Islander career development through secondary school career engagement, preparation of the workforce, on the job staff development, mentoring, career development and progression	Department of Education in consultation with sector representatives	Internal Departmental resources	In 2022 the department has commenced its initial rollout of Kindy uplift with more than 350 participating kindergartens. This initiative prioritises and targets funding to kindergarten program providers with higher proportional enrolments of children who identify as Aboriginal and/or Torres Strait Islander. A number of these providers are Aboriginal and Torres Strait Islander community-controlled organisations. All participating services are investing this funding in professional learning and practice supports which build the capability of ECEC educators to deliver responsive learning programs. One of the priority areas is access and inclusion, which focuses on building the capability of services to support all children and families to feel culturally safe and actively participate in the program.
A3	Support for tertiary qualification pathway programs for Aboriginal and Torres Strait Islander early educators in line with promising practice – also aligns with A5	Department of Education in consultation with sector representatives	Internal Departmental resources	<p>The Remote Area Teacher Education Program (RATEP) offers early childhood education and care career pathways. This program is for Aboriginal and Torres Strait Islander educators who are living and working in remote communities to progress their careers as early childhood educators and teachers.</p> <p>Workforce qualification grants were offered to eligible early childhood education and care services to assist educators progress an early childhood qualification and increase educator capabilities within the context of their service and community.</p> <p>ECEC Residentials are provided to support ECEC educators from rural and remote locations to complete Certificate III and Diploma qualifications. This initiative is in partnership with other government agencies and RTOs,</p>
A4	Development of long-term Aboriginal and Torres Strait Islander workforce development plan that identifies priorities and actions for Aboriginal and Torres Strait Islander workforce development, in conjunction with the implementation of the National Children’s Education and Care Workforce Strategy.	Department of Education in consultation with sector representatives	Internal Departmental resources	Potential for this action to be considered by the ECCD Policy Partnership – co-chaired by the Australian Government and SNAICC. There will be state and territory government representatives. As strategies are drafted to support the early childhood sector workforce, the Australian Government proposes to facilitate SNAICC’s connections with the ECPG National Workforce Strategy Working Group, ACECQA and other relevant representatives on the intersections between the National Workforce Strategy and Sector Strengthening Plan.

A5	Support, develop and resource community-based workforce development initiatives led by Aboriginal and Torres Strait Islander early childhood education and care services	Department of Education in consultation with sector representatives	Internal Departmental resources	<p>The department funds the Institute for Urban Indigenous Health (IUIH) to deliver the Deadly Kindies initiative, which leverages IUIH's Deadly Choices brand and network of primary health clinics around Queensland, to improve kindergarten participation and early learning and developmental outcomes for Aboriginal and Torres Strait Islander children in the years prior to formal schooling.</p> <p>Quarterly residential programs support the maintenance of a supply of suitably qualified educators in rural and remote Queensland; and the provision of targeted skills development, professional development and networking to support educators' capacity to respond to the demands of their roles. A majority of participants are Aboriginal and/or Torres Strait Islander, including RATEP students.</p> <p>The Department contracted a First Nations supplier to deliver Cultural Capability training across Queensland to build confidence and knowledge of early childhood educators in embedding Aboriginal and Torres Strait Islander perspectives and develop links with local communities to increase kindergarten participation for Aboriginal and Torres Strait Islander children.</p>
A7	Workforce development plan for the Aboriginal and Torres Strait Islander community-controlled (ACCO) sector	DCYJMA QATSICPP	\$2M per annum from 2022-23	<p>Terms of Reference for a governance group to oversee the development and implementation of a Workforce Development strategy for the ACCO sector have been agreed between the Department of Children, Youth Justice and Multicultural Affairs (DCYJMA) and the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP). Membership of the group is being finalised and initial meetings scheduled.</p> <p>The initiative will build on the existing workforce strategy developed by QATSICPP in 2018.</p> <p>In the meantime, ACCOs have been asked to identify priority training needs that can be addressed while the workforce strategy is under development.</p>
A9	Increase the involvement of the ACCO sector in the delivery of child and family services	DCYJMA	Internal Departmental resources	<p>DCYJMA has established explicit goals of ensuring that all First Nations children and families can access support and care through a service delivered by an ACCO within ten years. This will require much higher levels of investment in the ACCO sector.</p> <p>QATSICPP is commencing the development of a framework to guide the growth in the sector and ensure its readiness to manage complexities relating to industrial relations, organisational culture and community engagement.</p>

## B. Capital Infrastructure

No.	Action	Responsibilities	Resources	Report on progress to date
B1	Identify capital infrastructure gaps for community-controlled ECEC services and support capital infrastructure development through relevant programs to address gaps	Department of Education in consultation with sector representatives	Internal Departmental resources	<p>The Department is providing site specific and contextual advice and guidance regarding infrastructure gaps (services and workforce housing) in those locations invited to participate in the Community Child Care Fund-Restricted (CCCFR) non-competitive grant.</p> <p>Place based community demographics, with a focus on the population and engagement of Aboriginal and /or Torres Strait Islander children, informs the recommended early childhood inclusions for all new and expanding school infrastructure.</p> <p>Also relates to B3</p>
B2	Scope service gaps to inform roll out of future community-controlled integrated early years' services in locations of high Aboriginal and Torres Strait Islander population and high child vulnerability	Department of Education in consultation with sector representatives	Internal Departmental resources	Scoping of service need/demand for integrated child and family responses using the Department's Spatial Model including vulnerability and strengths indicators for Aboriginal and Torres Strait Islander children and their families is undertaken. This approach has been tested in a central Queensland location to establish a new Early Years Place.
B3	Identify and plan for opportunities to transfer land and building ownership to community-controlled early years services to support their long-term sustainability and security	Department of Education	Internal Departmental resources	In line with Government Procurement Priorities, the Department supports the development, sustainability and growth of Aboriginal and Torres Strait Islander businesses across Queensland through the prioritisation of leases in department owned assets.

### C. Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
C1	Undertake an assessment of the supporting materials and resources, and Authorised Officer training under the NQF and NQS to address gaps and ensure they provide quality, culturally appropriate and accessible supports to Authorised Officers	ACECQA, in collaboration with Department of Education	Internal Departmental resources	The department continues to work with ACECQA to fulfil the shared responsibility of upskilling authorised officers in all areas of regulatory practice, including when engaging with Aboriginal and Torres Strait Islander communities and their services. More specifically, through the departments 'Regulating for Quality' framework a training module has been recently launched to support authorised officers to apply regulation skills across varying contexts, the module includes a focus on working with Aboriginal and Torres Strait Islander communities and service providers.

No.	Action	Responsibilities	Resources	Report on progress to date
	and services for the regulation of the Aboriginal and Torres Strait Islander community-controlled sector			
C2	Provide support to Aboriginal and Torres Strait Islander community-controlled organisations to operate within the scope of the NQF, where appropriate, and to meet and exceed standards against the NQS	Department of Education in consultation with sector representatives and in collaboration with ACECQA	Internal Departmental resources	Many services in Queensland are involved in the ACECQA program. There is potential for this action to be considered through providing support for former Budget Based Funded (BBF) services who in the future may wish to make an application to operate under the National Law.
C3	Support for the Aboriginal community-controlled ECEC sector through expansion of existing programs and services (Note: Action overlaps significantly with A3, A5 and E3)	Department of Education in consultation with sector representatives	Internal Departmental resources	Continued support for and development of accountability for funding including dedicated Early Childhood Relationship Managers to provide information and advice to organisations to enable them to meet and continually improve and expand service delivery; and maintain contractual obligations.
C5	Develop and implement strategies to build the ACCO sector to respond to child and family needs at levels aligned to involvement of First Nations children with the child protection system	DCYJMA	Internal Departmental resources	As noted above the department has committed to transitioning investment to the ACCO sector to ensure that First Nations children and families can obtain their support and care through an ACCO. Significant progress has been made with regard to family support (where 23% of funding is directed to ACCOs) and intensive family support (36% of funding to ACCOs). Further work is required to ensure that the ACCO sector receives a greater proportion of investment in out-of-home care noting 2.3% of funding is managed by ACCOs despite Aboriginal and Torres Strait Islander children representing 45% of children in care.
C6	Progressively transfer authority in child protection to ACCOs	DCYJMA  QATSICPP	\$1.029M for 2022/23	Queensland is delegating authority for decisions under the <i>Child Protection Act 1999</i> to the CEOs of Aboriginal and Torres Strait Islander organisations. Two early adopter sites have commenced implementation and are making decisions in relation to certain aspects of the care and protection of approximately 40 children.  A blueprint to guide the broader implementation of delegated authority on a statewide basis is currently under development. DCYJMA has provided \$1.029 million in 2022/23 to QATSICPP to jointly lead this work.

No.	Action	Responsibilities	Resources	Report on progress to date
C7	Improve multidisciplinary responses to Aboriginal and Torres Strait Islander families with complex needs	DCYJMA	\$44.4M per annum for FWS  \$14.9 M per annum for Family Participation Program	<p>Queensland has been funding the Aboriginal and Torres Strait Islander Family Wellbeing Services (FWS) since 2016, providing support to First Nations families through responses designed and delivered by ACCOs. The service model was designed in partnership with the Aboriginal and Torres Strait Islander sector. The initial funding has been supplemented by specialist roles in a number of services, focussed on support for families with adolescent children and domestic and family violence.</p> <p>The FWS program has been the subject of a program evaluation, completed in late 2021. It found the initiative is largely effective, but it made recommendations to address some implementation challenges related to the service delivery model in remote communities, workforce pressures and measurement of outcomes. Implementing the recommendations will be the focus of effort throughout 2022.</p> <p>The ACCO sector also delivers the Family Participation Program (FPP) to support First Nations families to lead decision-making about their children in a child protection context.</p> <p>QATSICPP is developing a new service model to keep children safe in family rather than being placed with other carers, in line with Aboriginal and Torres Strait Islander Child Placement Principle.</p>

#### D. Governance

No.	Action	Responsibilities	Resources	Report on progress to date
D1	Investigate mechanisms to consolidate and streamline reporting and compliance requirements for community-controlled integrated early years services	Department of Education in consultation with sector representatives	Internal Departmental resources	<p>Continued implementation on consolidation and streamlining of reporting, including outcome/performance measurement requirements for funded Early Years Services.</p> <p>Streamlining of service review and information collection and collation functions.</p> <p>Investigating cross agency approach to support governance and avoid duplication of reporting to multiple agencies (Human Services Quality Framework).</p>
D2	National, state and territory community-controlled peak organisations provide direct supports for quality governance development, with government resources and support	Department of Education in consultation with sector representatives	Internal Departmental resources	Not applicable

No.	Action	Responsibilities	Resources	Report on progress to date
D5	Investigate the development of Aboriginal and Torres Strait Islander led standards for the ACCO sector in each state	QATSICPP		QATSICPP developed standards for the ACCO sector in 2017 and has been training and supporting organisations to implement them since that time. The standards relate to good governance, membership, practice, cultural safety and partnerships.

## E. Consistent Funding Model

No.	Action	Responsibilities	Resources	Report on progress to date
E1	Review early childhood education and care program and funding arrangements, including in Implementation Plans, to determine and implement changes needed to support Aboriginal and Torres Strait Islander community-controlled ECEC services	Department of Education in consultation with sector representatives	Internal Departmental resources	Review of funded ECEC funded programs including targeted services for Aboriginal and Torres Strait Islander children. Linked to B2
E2	Increased Aboriginal and Torres Strait Islander community-controlled service delivery	Department of Education in consultation with sector representatives	Internal Departmental resources	Proposed investigation of opportunities for funding rounds targeted to community-controlled organisations (including consortium approaches) for any new initiatives in areas with high numbers of Aboriginal and Torres Strait Islander children.
E3	Develop an agreed Aboriginal and Torres Strait Islander community-controlled early childhood education and care sector definition and scope to inform efforts to build and strengthen the sector	Department of Education in consultation with sector representatives	Internal Departmental resources	Continued development of accountability through funding guidelines including definitions to support continuous improvement and action plans to support and strengthen Aboriginal and Torres Strait Islander community-controlled early childhood responses.  Link to D1 and B3 – Utilising existing reporting and engagement to identify opportunities for targeted/intensive support to build organisational capacity and links across the sector.
E4	Reduce service gaps and establish new Aboriginal and Torres Strait Islander community-controlled integrated early years' services in	Department of Education in consultation with	Internal Departmental resources	The Department has funded an Early Years Hub for the discrete Aboriginal community of Cherbourg to support children aged birth to five and their families in early development, learning and wellbeing. The service agreement was brokered in response to community voice and the Birth to Five plan, which was developed through the Connect 4 Children strategy.

No.	Action	Responsibilities	Resources	Report on progress to date
	locations of high Aboriginal and Torres Strait Islander population and high child vulnerability	sector representatives		Gundoo Aboriginal Corporation is the funded organisation who have co-located the Early Years Hub in a space adjacent to the Gundoo Early Learning Centre. The partnership with Gundoo Aboriginal Corporation leverages the successful community engagement and development approaches evident in the Gundoo Early Learning Centre and provides the opportunity for codesign and codelivery of unregulated services for families with other organisations inside and outside of the hub gate. The intended outcomes specified in the agreement are agency-led while the processes, activities and strategies for achieving the outcomes are community-led.
E7	Develop and implement funding prioritisation policies that require decisions about the provision of family support and child protection services to Aboriginal and Torres Strait Islander people and communities to preference ACCOs	DCYJMA	Internal Departmental resources	DCYJMA generally restricts eligibility for funding for services targeted to First Nations people to ACCOs, except in circumstances where no local Aboriginal or Torres Strait Islander provider with an interest in or capacity to deliver the service. In order to reach its goal of enabling all First Nations children and families to access supports from ACCOs, funding will increasingly be specifically directed to those organisations.

#### F. Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
F1	Develop a national and state/territory intermediary model to strengthen and represent Aboriginal and Torres Strait Islander ECEC community-controlled services	Department of Education in consultation with sector representatives	Internal Departmental resources	The Department of Education is investigating the establishment of a State Aboriginal and Torres Strait Islander Voice for Education.
F2	Support community-led development of a peak body in each jurisdiction	DCYJMA	Internal Departmental resources	Queensland has had a funded peak body for the Aboriginal and Torres Strait Islander child protection sector since 2009.
F3	Support adequate and sustainable funding for existing peak bodies	DCYJMA	\$2.7M per annum	The Queensland Government currently provides core funding of \$2.7M per annum to QATSICPP, as well as one-off funding for a number of discrete projects.

No.	Action	Responsibilities	Resources	Report on progress to date
F4	Develop a strong evidence base for best practice in ACCO service delivery through peak bodies	DCYJMA	Internal Departmental resources	<p>QATSICPP has established a Centre for Excellence to establish and embed best practices in policy, practice and program delivery to significantly improve outcomes for Aboriginal and Torres Strait Islander children and families in Queensland.</p> <p>Evaluations of initiatives such as the Family Wellbeing Services, trials of Family Led Decision Making, and the Early Indigenous Response Collective, all led by Aboriginal or Torres Strait Islander researchers, are adding to the evidence base on effective responses to children and families.</p>



## Priority Reform Two: Building the community-controlled sector

### Jurisdictional Actions

National Agreement Clause 47: Government Parties will include in their Jurisdictional annual reports information on action taken to strengthen the community-controlled sector based on the elements of a strong sector, as outlined in Clauses 118 and 119.

In their annual reports, jurisdictions, in collaboration with relevant stakeholders, may prioritise implementation of different Sector Strengthening Plan actions at different times, depending on the requirements of the sector in a particular jurisdiction. Progress on implementing Sector Strengthening Plan for Health, agreed in-principle by Joint Council in December 2021, is outlined below.

Progress on key Queensland actions from the Health Sector Strengthening Plan is outlined below.

### Action Table Health Sector Strengthening Plan

#### A. Workforce

No.	Action	Responsibilities	Resources	Report on progress to date
A4	Invest in a permanent, highly skilled, and nationally credentialed Aboriginal and Torres Strait Islander Environmental Health workforce	NACCHO Sector Support Organisations Queensland Health	Within existing resources	The Department of Health is currently investing in the development of a nationally compliant Certificate III in Indigenous Environmental Health. Course materials have been developed and are currently in review. This course has not been available for over 5 years in almost all state/territory jurisdictions. This Certificate level training is essential for Environmental Health workers based in remote and very remote communities. The materials will be made available to other state jurisdictions employing/supporting Indigenous Environmental health workers in remote settings once completed in 2023.
A7	Permanent resourcing of health career pathways co-designed in jurisdictions through partnerships between the Aboriginal and Torres Strait Islander community-controlled health sector, its Affiliate,	Queensland Health NACCHO Sector Support Organisations	Strategy to be co-designed within existing resources	The Department of Health is currently co-designing a <b>new Queensland First Nations Health Workforce Strategy for Action</b> in partnership with the Queensland Aboriginal and Islander Health Council to value, invest in and grow First Nations workforces across the health system. Over 420 stakeholders have been consulted on the new strategy including five virtual roundtables held throughout August and September 2022. Roundtable participants included First Nations health consumers, the higher education and training sector, professional associations and unions, First

	relevant national Aboriginal and Torres Strait Islander health workforce peak bodies, governments, the Australian Health Practitioner Regulation Agency, and vocational training/tertiary institutions.	Affiliates, member services and partners as negotiated.		<p>Nations health workforce representatives and the Aboriginal and Torres Strait Islander community-controlled health sector.</p> <p>The new strategy is on track for release in late 2022 or early 2023 and will include targeted initiatives to address the longstanding supply and demand pressures affecting First Nations health workforces across the health system in Queensland, including career pathways.</p>
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## B. Capital Infrastructure

No.	Action	Responsibilities	Resources	Report on progress to date
A8	Fund major and medium-size capital and physical infrastructure including permanent clinic builds and large-scale renovations, mobile clinics, maintenance, repairs and extensions to ensure facilities meet building codes and accreditation standards	Commonwealth	Not applicable	<i>While Qld Health is not responsible for this action, all new builds occurring are working with local First Nations communities including the traditional owner groups to apply cultural inclusions where appropriate. These inclusions range from artwork, traditional plants and other significant items as identified. Consideration and adaption to the build is also occurring such as family rooms and culturally safe spaces.</i>

## C. Service Delivery

No.	Action	Responsibilities	Resources	Report on progress to date
A15	Support the implementation of the Mornington Island Health Strategy 2019-2024 to build community capacity and progress towards establishing a localised health service provider (eventually a Mornington Island A&TSICCHO) to ensure services are community led and	<p>Queensland Health</p> <p>Sector support organisations</p> <p>Partners as negotiated</p>	<p>Within existing resources</p> <p>A 5-year commitment through <i>Making Tracks</i> Investment funds (up to</p>	<p>The Qld Department of Health is currently providing targeted investment via Gidgee Healing in Mornington Island under <i>Making Tracks</i> for the delivery of primary care services, child and family health support and treatment of skin conditions which can help prevent conditions such as rheumatic heart disease.</p> <p>There is a shared formalised commitment among stakeholders including health service providers to implement the Health Strategy on Mornington Island.</p> <p>Investment is provided to build local capacity on Mornington Island to increase access to placed based health services in the community, and progress towards aspirations of a Mornington Island A&amp;TSICCHO.</p>

No.	Action	Responsibilities	Resources	Report on progress to date
	coordinated on Mornington Island.		and including 2025-26).	
A11	<b>Rectify</b> overburden of activity reporting to governments to allow the Aboriginal and Torres Strait Islander community-controlled health sector to focus on outcomes while maintaining accountability.	Queensland Health	Within existing resources	<p>In 2020-21, the Queensland Department of Health undertook a recommissioning process, for the provision of culturally safe, responsive healthcare delivered by multidisciplinary care teams, with the Aboriginal and Torres Strait Islander Community Controlled Health Sector (ATSICCHS).</p> <p>Contract schedules, previously focussed on programmatic responses were reviewed, consolidated and renegotiated to identify opportunities for greater flexibility that support community led priority setting, co-designed models of care and streamlined reporting to reduce the administrative burden on funding recipients.</p> <p>Contract schedules were developed in partnership with the Queensland Aboriginal and Islander Health Council and individual ATSICCHS with the purpose of:</p> <ul style="list-style-type: none"> <li>• Supporting the capacity, capability and flexibility of ATSICCHS to determine and design models of care to meet the needs of their local community.</li> <li>• Increasing focus on measurable health outcomes supported through streamlined and improved data collection and analysis that builds a story for future investment.</li> <li>• Improving the health and wellbeing outcomes for all First Nations peoples, reflected in their journey throughout a lifespan and across an integrated health system.</li> <li>• A shared responsibility and accountability for the design, delivery and monitoring of services.</li> </ul> <p>Contracts are in place until 2023-24, with an option to extend for 2 years to 2025-26.</p> <p>The Department will continue to work in partnership with the ATSICCHS to continuously improve and refine the reporting requirements.</p>

#### D. Governance

No.	Action	Responsibilities	Resources	Report on progress to date
D15	<b>Transition</b> government-managed primary health clinics to community-controlled comprehensive primary health care services, and <b>identify</b>	Queensland Health	Within existing resources	The Department of Health has transitioned the delivery of primary health care services to be delivered through Aboriginal and Torres Strait Islander Community Controlled Health Service arrangements in Yarrabah. Since mid 2014, the local Aboriginal and Torres Strait Islander Community Controlled Health Service in Yarrabah, Gurriny Yealamucka, is now the primary provider of primary health care services in Yarrabah following the transition of Queensland

No.	Action	Responsibilities	Resources	Report on progress to date
	locations where new community-controlled primary health care services are required to meet the needs of Aboriginal and Torres Strait Islander people.			<p>Government funded primary health care services from the Cairns and Hinterland Hospital and Health Service to Gurriny. The Cairns and Hinterland Hospital and Health Service continues to be a key provider in the local health system, providing 24/7 emergency care.</p> <p>Similarly on Palm Island, Queensland Government funded primary health care services have been transitioned to be delivered through Aboriginal and Torres Strait Islander Community Control arrangement. In mid-2021, the Townsville Hospital and Health Service transitioned the delivered of primary health care services on Palm Island to the Palm Island Community Company (PICC). The Townsville Hospital and Health Service continues to provide child and maternal health services on Palm Island.</p>

#### E. Consistent Funding Model

No.	Action	Responsibilities	Resources	Report on progress to date
E3	<b>Redirect</b> Aboriginal and Torres Strait Islander health program funds from mainstream government organisations and mainstream non-government organisations to the Aboriginal and Torres Strait Islander community-controlled health sector including funds held by Primary Health Networks, NIAA, current and new investments in mental health, drug and alcohol and aged care for Aboriginal and Torres Strait Islander people, and emerging health priorities	Queensland Health	Within existing resources	<p>Queensland Health support funding the Aboriginal and Torres Strait Islander Community Controlled health sector where possible/appropriate.</p> <p>Ensuring consistent funding for First Nations peoples is important. Reviews are taking place across Qld Health regarding funding, in particularly the <i>Making Tracks</i> resources. The purpose is to ensure an equitable health system for First Nations peoples.</p>

F. Peak Body

No.	Action	Responsibilities	Resources	Report on progress to date
	Queensland Health is not responsible for this action			