

FULL TIME EQUIVALENT EMPLOYEES

Service delivery breakdown of full-time equivalent employees as at 30 June 2021*

| Service delivery | Department total | Department total |
|---------------------------------|------------------|------------------|
| Frontline and frontline support | 1,773.30 | 93.92% |
| Corporate | 114.72 | 6.08% |
| Total | 1,888.02 | 100% |

EMPLOYMENT STATUS

Breakdown of our full-time equivalent employment status

| Service delivery | Department total | Department total |
|------------------|------------------|------------------|
| Permanent staff | 1,585.33 | 83.97% |
| Temporary staff | 152.44 | 8.07% |
| Casual staff | 135.25 | 7.17% |
| Contract staff | 15 | 0.79% |
| Total | 1,888.02 | 100% |

EMPLOYMENT DIVERSITY

The department's employment diversity (as at 30 June 2021*) compared to the Queensland Public Sector (QPS) benchmark average (as at 31 March 2021)

| Profile | Department | QPS average |
|--|---------------|--------------------------|
| Gender diversity — women | 66.92% | 69.41% |
| Culturally and linguistically diverse | 13.71% | 10.09% |
| Aboriginal and/or Torres Strait Islander staff | 6.57% | 2.49% |
| Staff with disability | 4.39% | 2.83% |
| Percentage of female staff at Senior Officer (SO) level and higher | 52.63% | 50% (QPS target by 2022) |

*Note: Minimum Obligatory Human Resources Information (MOHRI) FTE data for fortnight ending 18 June 2021

Workforce profile

Employees are our most valuable asset. Our people are a key component leading change with a key focus on improving the outcomes for seniors, people with disability and Aboriginal and Torres Strait Islander Queenslanders.

Throughout the reporting period, the Queensland public service values, and the department's SOLID values, provided guidance and inspiration in planning and delivering workforce initiatives that build workforce capability and strengthen staff engagement.

Strategic workforce planning and performance

The department's *Strategic Workforce Plan 2019–2023* supports the achievement of the department's vision and is designed to guide the department's executive officers and managers to develop an agile, high-performing, professional and innovative workforce that can meet the department's current and future business needs.

Attraction and retention strategies

Attracting and retaining a diverse talent pool drawn from all sections of the community is crucial to the department's ability to deliver effective services that reflect the community and its expectations.

The department offers a range of career pathways and benefits to support and retain a skilled and capable workforce. This includes offering competitive salary and working conditions to enable a work-life balance. The span of learning and development opportunities available demonstrates the department's continued commitment to developing capabilities and providing career pathways for our workforce.

In 2020–2021, the department focused on implementing a range of recruitment and selection strategies to support frontline service delivery roles to attract and retain casual residential care officers within Accommodation Support and Respite Services. This included establishing a focus group to address recruitment challenges, and the delivery of flexible recruitment and selection panel workshops. Other innovative strategies comprised centralised recruitment panels utilising virtual interviews with applicants and the delivery of flexible induction and training programs.

We also partner with the Public Service Commission to attract, retain and develop Aboriginal and Torres Strait Islander public servants and public service employees with disability. Two positions are funded by the department in these areas and the two employees work in the Public Service Commission. Specific areas of work include the development and implementation of the Aboriginal and Torres Strait Islander Careers Pathways Service and assisting the public service with employment initiatives for people with disability.

Learning and development opportunities

The department's approach to capability development is underpinned by a growth mindset. It maintains that all employees should actively seek to grow and improve, and they should be supported in this by their leaders and colleagues.

All learning and development activities were aligned to the Workforce Capability Plan and linked to individual Performance and Development Agreements or Achievement and Capability Plans.

In 2020–2021, there were 21,643 staff participations in a range of learning and development activities that supported role-specific capability training, professional development opportunities and skill development.

Additionally, 122 staff were supported to complete national qualifications to support role requirements and professional development. Qualifications included Certificate IV in Business Administration, Certificate IV in Disability, Certificate IV in Leadership and Management, Certificate IV in Project Management Practice and Diploma of Business, Diploma of Community Services and Diploma of Leadership and Management.

Building cultural capability

The department recognises that the cultural capability of all staff is integral to achieving our vision of thriving Queensland communities and creating an inclusive workplace. Accordingly, the department's interim Aboriginal and Torres Strait Islander *Cultural Capability Action Plan 2021–2022* sets out the department's approach and commitment to growing the cultural capability of our staff. In 2020–2021, 436 staff completed mandatory cultural awareness training.

The updated action plan aligns with the *Queensland Government Aboriginal and Torres Strait Islander Cultural Capability Framework* and *Queensland Government Reconciliation Action Plan 2018–2021*.

Key achievements

- 100 per cent of departmental Cultural Capability Action Plan deliverables implemented
- 100 per cent of the departmental Reconciliation Action Plan deliverables implemented.

Employee induction

The department provides a comprehensive departmental induction program to support and orientate new employees to their environment and to provide them with meaningful work as quickly as possible.

The department's induction program supports compliance requirements and integrates diversity and inclusion. A range of mandatory modules are provided to new employees. Additional role-specific training is delivered for key frontline staff including residential care officers and forensic officers.

All new employees undertake an induction process, which is designed to:

- ensure a smooth transition into the department and work environment
- provide information on employment conditions and entitlements
- help new starters to understand the responsibilities and behaviours expected of them by the Queensland Government and the department
- provide an understanding of the function and operations of the department, as well as the business group or work unit.

All employees, including new employees, are required to undertake mandatory online courses through the department's iLearn site or complete self-paced workbooks to ensure they have the necessary skills and knowledge to deliver effective and efficient services. In 2020–2021, there were 10,465 staff participations recorded for mandatory training completions achieved flexibly via online, face-to-face or self-paced workbooks.

The department has been working towards consolidating the mandatory training courses to ensure consistency and currency.

Leadership development

Effective leadership is critical to ensure we have a positive and supportive workplace culture focused on high performance, innovation and continuous improvement.

The department's approach to leadership development is underpinned by the public service leadership competencies for Queensland.

During 2020–2021, the department supported 13 staff to participate in LEAD4QLD, with a further 35 staff supported to participate in the People Matters leadership programs.

In addition, two staff were finalising the Public Sector Management Program which commenced in 2020, and one staff member was supported to commence the program.

The department supported 33 staff to complete qualifications with external registered training providers for the Certificate IV in Leadership and Management, Diploma of Leadership and Management, and the role-specific qualification in Diploma of Community Services.

Employee performance management

The department's ongoing approach to performance management is informed by our employee performance management framework. The framework promotes a positive and healthy workplace culture where employees and supervisors proactively engage in a performance management process with regular and supportive conversations about performance expectations and capability development opportunities.

This approach recognises that performance management occurs as part of a broad system of human resource management processes including induction, probation, Performance and Development Agreements, learning and development, recognition and performance improvement.

Achievement and Capability Plans and Performance and Development Agreements were used to provide an opportunity for supervisors and their staff to discuss performance expectations, how their role links to the department's goals, and the immediate and future career goals for the employee.

Employee health, safety and wellbeing

The *Strategic Workforce Plan 2019–2023* identifies the department's commitment to supporting employees' health, safety and wellbeing. This plan is supported by our Health, Safety and Wellbeing Policy and Wellbeing Strategy 2020–2023, and related procedures and guidelines, which aim to:

- establish and maintain a workplace that is free from risks to the health, safety and wellbeing of individuals
- maintain a workplace in which employees strive for optimum levels of wellbeing
- detail the agreed employer or employee responsibilities, including responsibilities for reporting workplace hazards and incidents.

During the reporting period, measures were implemented to improve workplace health, safety and wellbeing across the department. These included:

- providing ongoing employee support through the department's Employee Assistance Program delivered by Benestar and includes a range of services such as Manager Assist, on-site employee support and the introduction of a dedicated support line for Aboriginal and Torres Strait Islander staff

- producing regular communication to promote a positive workplace culture including updates on human resource matters and distribution of a weekly wellbeing newsletter
- training and resources to better support staff impacted by domestic and family violence
- hosting weekly all-staff online forums led by the Director-General and other senior leaders, to ensure staff stay connected, share best practice advice, celebrate success, and provide direct access to information from senior leaders
- providing staff with a range of supports and resources to assist them through the COVID-19 pandemic. This included enhanced hygiene practices, social distancing, flexible work arrangements and additional factsheets around personal protective equipment.

Graduate, traineeship, scholarship and cadetship programs

During 2020–2021, the department worked with the Public Service Commission to support the implementation of the Aboriginal and Torres Strait Islander Career Pathways Service. Currently, there are nine First Nations participants from this department in the Career Pathways Service. Opportunities for these staff members as a result of their participation included higher duties secondments, accessing learning and development opportunities and networking.

Industrial and employee relations framework

The department has effectively engaged with staff and unions on matters involving organisational change, consolidation of the new organisational structure, the COVID-19 pandemic and enterprise bargaining. More regular meetings occurred with unions to address staff concerns and problem solve during the pandemic, which included a focus on business continuity plans and staff support.

During 2020–2021, the department reviewed its Agency Consultative Framework, with Consultative Committees continuing to operate across the state at both a local and whole-of-department level.

Employee opinion survey

The Working for Queensland Survey (WFQ) is an annual survey measuring Queensland Public Sector employee perceptions of their work, manager, team and organisation. The WFQ survey results are used to drive positive workplace change across the organisation.

The 2020 Working for Queensland survey results for the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships are not available as the department in this form was created following Machinery of Government decisions in November 2020. Results for the two former departments (Department of Communities, Disability Services and Seniors (DCDSS) and Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP)) are shown below.

Performance measure: Satisfaction of employees and stakeholders with agency leadership and workforce culture—the data collection for this measure is not relevant as it was collected in September 2020, prior to the Machinery of Government changes in November 2020. The Working for Queensland survey is coordinated in September each year, and data for the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships will be reported in the 2021–2022 Annual Report

Early retirement, redundancy and retrenchment

In 2020–2021, a total of one employee received a redundancy package at a cost of \$108,000.

CORPORATE GOVERNANCE ARRANGEMENTS

Corporate planning and performance

The department's Planning and Performance Management Framework is a single overarching framework identifying the key elements for driving policy, program and service delivery improvements that create value for Aboriginal and Torres Strait Islander Queenslanders and our stakeholders. These elements include planning, measuring performance, and internal and external reporting.

The framework responds to the requirements of the *Queensland Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2019* and the *Public Sector Ethics Act 1994*.

The department continued to support performance improvements through the maintenance of the Planning and Performance Management Framework. These included:

- reviewing and updating corporate reporting templates and processes to streamline performance reporting and facilitate staff engagement
- continuing to use information technologies to improve staff collaboration and engagement in corporate planning and reporting.

Code of Conduct and Public Sector Ethics

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

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

The Code of Conduct applies to all departmental employees including volunteers, students, contractors, consultants and anyone working in any other capacity for the department. Adherence to the Code of Conduct is another way in which the department demonstrates its ethical leadership in how it performs its role.

The department regularly provided ethical decision-making education to employees, and ensured all new employees undertook ethics-related training as part of the mandatory induction process.

During 2020–2021, 746 employees completed ethical decision-making and code of conduct training.

Management of suspected corrupt conduct and misconduct

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

During 2020–2021, the department received 145 referrals, 37 were assessed as corrupt conduct matters and 108 as misconduct matters.

Risk management

The department's risk management framework provides the management approach, principles and processes for managing risk within the department in accordance with the *Financial Accountability Act 2019* and Queensland Treasury's whole-of-government risk management guidelines. Our framework aligns with the AS/NZS ISO 31000:2018 Risk management—Guidelines and other best practice risk and resilience methodologies.

This approach ensures that identified risk events that might impact on the delivery of the department's strategic objectives, are effectively managed in a structured and coordinated manner and are reflected in the department's culture and practices.

During the reporting period, the department:

- developed a new Risk Management Framework, Policy, and Procedure, including the risk appetite statement and risk management methodology
- developed strategic and operational risk registers to support the systematic identification, assessment, review and monitoring of enterprise-wide risks
- designed and developed an Enterprise Risk Report, which provides a holistic view of the department's 'top' risks to support Board of Management decision-making.

The focus during the year has been to establish the foundations for enterprise risk management within the department to support the effective management and mitigation of the department's risks, reporting to senior executives and to build a strong risk culture within the department.

Fraud and corruption control

The department is committed to an organisational culture where any act of fraud or corruption is not tolerated. This commitment requires staff to act ethically and professionally in their dealings with other staff, clients and service providers.

During the reporting period, the department developed the Fraud and Corruption Control Policy and Procedure, which are published on the department's intranet site. Staff are encouraged to report any suspected fraudulent or corrupt activities through a range of avenues cited on the department's intranet site.

External scrutiny

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

During this final reporting period, the Queensland Audit Office continued its audit review program and progressively released its performance reports.

The department provides quarterly reports to the Queensland Public Service Commission in relation to work performance matters. The department will provide the conduct and performance data to the commission for publishing on the Queensland Government website.

Internal audit

Internal Audit provides an independent and objective assurance and consulting service designed to add value and improve the operations of the department. It undertakes strategic and annual planning based on a risk assessment of the department's current business activities in accordance with the *Queensland Financial and Performance Management Standard 2019*.

The department's Strategic Internal Audit Plan for 2020–2021, developed by Internal Audit in consultation with departmental senior executives, focuses on risk exposures and independent assurance needs.

Information systems and recordkeeping

The department's information and communication technology-enabled business initiatives are provided by the Department of Children, Youth Justice and Multicultural Affairs as part of an overarching memorandum of understanding for the provision of corporate services.

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

Information Security attestation

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

Open data

For additional final reporting information related to consultancies, overseas travel and Queensland Language Services Policy, visit <https://data.qld.gov.au>

An overseas travel expenditure report for the 2020–2021 reporting year was not required due to overseas travel not being undertaken by any officers of the department.

UPHOLDING HUMAN RIGHTS

The department gives regard to the *Human Rights Act 2019* within all aspects of decision-making, policies, processes and practices to ensure an organisational culture that respects, protects and promotes all human rights.

As at 30 June 2021, 83.65 per cent of current employees completed the *Human Rights Act 2019* mandatory training with a further 958 staff completing the human rights role specific training packages, and 14 completing other human rights training. Additionally, an online community recovery human rights online training course was developed and contextualised to support new Ready Reserves.

Key achievements

The department's key achievements during the reporting period were:

Actions to further the objects of the *Human Rights Act 2019*

- the Culture and Reconciliation team manage the following grant programs, which are in line with the *Queensland Government Reconciliation Action Plan 2018–2021* and the *National Agreement on Closing the Gap* targets, and which contribute to the promotion of human rights generally regarding S28 Cultural Rights of Aboriginal peoples and Torres Strait Islander peoples:
 - › Celebrating Reconciliation Grants—support events to promote truth-telling, understanding, respect and reconciliation between Aboriginal peoples, Torres Strait Islander peoples and non-Indigenous Queenslanders
 - › Indigenous Languages Grants (co-funded with Department of Education)—support initiatives that promote, preserve and revive Aboriginal and Torres Strait Islander languages and dialects (specific promotion and regard to S28b).
- departmental business areas promote the human rights policy, and the Legislation Network Forum training events to all staff and consider human rights in briefing senior management
- the department promoted Human Rights Month, held from 10 November 2020 to 10 December 2020, with links to resources and information on the internal and external websites and social media platforms.

Human rights complaints

Customer human rights complaints

During the reporting period, the department had seven customer complaints that were identified to engage human rights.

The identified human rights that were alleged to have been engaged were:

- s15. Recognition and equality before the law
- s21. Freedom of expression
- s.25. Privacy and reputation
- s27. Cultural rights (generally)
- s29. Right to liberty and security of person
- s37. Right to health services.

Outcome and resolutions as at 30 June 2021:

- six matters found no substantiated breach of human rights
- one matter went to conciliation facilitated by the Queensland Human Rights Commission—no mutual agreement on the matter was achieved. The complainant reserved the right to refer the matter to a federal jurisdiction. Two matters arising from this complaint have been referred to the Ethical Standards Unit for consideration.

Human resources—staff (internal) human rights complaints

During the reporting period, the department did not receive any complaints directly referring to the *Human Rights Act 2019*; however, when assessed, there were 77 matters containing identified human rights that may have been engaged.

The identified human rights that were alleged to have been engaged were:

- s15. Recognition and equality before the law
- s17. Protection from torture and cruel, inhuman or degrading treatment
- s19. Freedom of movement
- s21. Freedom of expression
- s24. Property rights
- s25. Privacy and reputation
- s29. Right to liberty and security of person.

Outcome and resolutions as at 30 June 2021:

- 38 identified matters were resolved and not substantiated
- 10 identified matters were resolved and substantiated
- 29 matters are still being considered by the department or not yet finalised, subject to ongoing departmental investigation or other processes.

Reviews

During the reporting period, the following reviews were undertaken for compatibility with human rights:

- all legislation for which the department has administrative responsibility has been reviewed for compatibility with human rights. The department proposes to:
 - › include amendments to address incompatibility in relation to one provision of the *Disability Services Act 2006* (DSA) and two provisions of the *Guide, Hearing and Assistance Dogs Act 2009* in the next suitable Bill progressing amendments to portfolio legislation
 - › consider two DSA provisions as part of an ongoing review of Queensland's current legislative framework for authorising the use of restrictive practices
 - › considered options to address the identified legislative incompatibilities with the *Aboriginal Cultural Heritage Act 2003*, *Torres Strait Islander Cultural Heritage Act 2003*, *Family Responsibilities Act 2008* and *Aboriginal and Torres Strait Islander Communities (Justice, Land and Other Matters) Act 1984* (JLOM Act) as part of the ongoing reviews of these Acts. This approach will enable consultation with a broad range of stakeholders
- three DSA provisions were repealed and replaced as part of the *Disability and Other Legislation (Worker Screening) Amendment Act 2020*, which commenced on 1 February 2021. As per the *Statement of Compatibility for this Amendment Act*, the replacement provisions are considered compatible with human rights. The *Human Rights Statement of Compatibility for the Disability Services and Other Legislation (Worker Screening) Amendment Act 2021* is available at: <https://www.legislation.qld.gov.au/view/pdf/bill.first.hrc/bill-2020-040>

- the Accommodation Support and Respite Services (AS&RS) business area continues to work with the Public Trustee of Queensland (PTQ) on a debit card trial to facilitate maximising client participation in community activities through external Community Access Service (CAS) agencies. Phase Two of the trial is now in full operation and positive feedback has been received. Due to the trial's success to date, work is being prepared for PTQ to transition to Phase 3 of the trial, streamlining administrative burden between PTQ and CAS agencies. This work continues to strengthen the human rights of mutual clients while embedding the changes made to the *Guardianship Administration Act 2000* to align with the *Human Rights Act 2019*
- all departmental human resources policies have been updated to include human rights content
- the majority of existing departmental policies and procedures relating to Disability Accommodation and Forensic Services have been reviewed for compatibility with human rights
- following the Machinery of Government changes in November 2020, an internal audit review of the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships' complaints management framework was undertaken to assess compliance with relevant standards; the efficiency and effectiveness of the framework and supporting policies, procedures and systems; and the consistency of complaints management processes across the department. The department's Inclusion, Engagement and Assurance unit will be implementing the recommendations of this review
- the Departmental Business Continuity Plan, and the Business Continuity Management Policy and Procedure have been reviewed for compatibility with human rights. These documents have been updated to include clear statements regarding upholding human rights obligations and decision-making by management in response to disaster events, and subsequent recovery activities
- the department's Legislative Compliance Framework, Policy and Procedure have been reviewed to ensure compatibility with the *Human Rights Act 2019*, and this review has been completed
- all Positive Behaviour Support and Restrictive Practices policies and procedures are being updated to ensure compatibility with human rights and to include references to the Act
- the Yellow Card Assessment Guidelines have been updated and reviewed by Crown Law to fully incorporate all relevant human rights considerations
- the Human Services Quality Framework (HSQF) User Guide has been updated and is used by both the department and non-government organisations. The updated user guide provides public entities with guidance about the way in which services should be provided to take a human rights approach, including expectations of changes to materials, such as complaints guides for clients and advocates, and other resources, as well as a revised approach to client services and employee handling. Advice from stakeholders during the development of a new policy on the locking of gates, doors and windows will now be considered in the development or updating of new policies and procedures relating to the use of restrictive practices.

Strengthen capability, innovation and governance by:

- strengthening performance through contemporary governance best practice
- improving departmental workforce inclusion and diversity
- maintaining respectful relationships and cultural considerateness that promote trust and accountability to achieve results
- driving performance, innovation and service delivery improvements aligned to the government's priorities, through evaluations, reviews, data and feedback
- building on and maintaining workforce capability that is outcomes focussed to consistently deliver service expectations
- valuing our staff, supporting them through change, and assisting them to engage in departmental programs that build capability and encourage initiative in line with our SOLID values
- providing opportunities for staff through learning, development and training to enable continuous improvement
- implementing service improvements in line with the Bilateral Agreement between the Commonwealth and Queensland: Transition to a National Disability Insurance Scheme
- engaging with staff on the outcome of the Working for Queensland survey and empowering them to design approaches that make the department an employer of choice
- building on the accessibility of the department's services and employment opportunities
- ensuring the department's Disability Service Plan is contemporary and that actions are implemented.

FINANCIAL PERFORMANCE CHIEF FINANCE OFFICER'S REPORT

Section 77(2)(b) of the *Financial Accountability Act 2009* requires the Chief Finance Officer of the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships to provide the accountable officer with a statement on whether the department's internal financial controls are operating efficiently, effectively and economically.

The 2020–2021 Statement of Assurance provided to the Director-General satisfies all requirements of the *Financial and Performance Management Standard 2019*. The statement was also provided to the department's Audit and Risk Committee. It indicated no deficiencies or breakdowns in internal controls that would impact adversely on the department's financial governance or financial statements for the year.

The 2020–2021 Financial Statements reflect the following Machinery of Government impacts:

- the inclusion of the former Department of Aboriginal and Torres Strait Islander Partnerships effective from 13 November 2020
- the transfer of the Community Services service delivery area to the Department of Communities, Housing and Digital Economy effective from 1 December 2020.

Income

Our income in 2020–2021 was \$349.823 million, with the major sources of income being the Queensland and Australian governments for the provision of services.

During 2020–2021, we received our income from:

- appropriation revenue – \$320.736 million
- user charges – \$10.178 million
- grants and other contributions – \$13.489 million
- other revenue – \$5.420 million.

Operating expenses

Our department provides a wide range of services to the community, delivered by contracted non-government organisations and through direct service delivery. As a result, our two largest expense categories are supplies and services and employee expenses. Our total operating expenses for 2020–2021 were \$347.106 million, including:

- employee expenses – \$205.688 million
- supplies and services – \$116.539 million (which includes service procurement expenses of \$69.955 million, outsourced corporate service expenses of \$14.554 million, property and vehicle rent expenses of \$10.067 million, property repairs and maintenance expenses of \$8.584 million, professional and technical fees of \$9.205 million and other operational expenses of \$4.174 million)
- grants and subsidies – \$16.763 million
- depreciation and amortisation – \$5.117 million
- other expenses – \$2.999 million (such as insurance costs, audit fees and revaluation movements).

In 2020–2021, the department had an operating surplus of \$2.717 million, related largely to the recognition of a number of non-cash items including reversal of the revaluation decrement of \$1.229 million and a re-assessment of provisions of \$0.403 million, including office accommodation 'make good' provisions.

Assets

Our total assets as at 30 June 2021 were \$244.969 million. The primary assets held by our department were properties used to:

- support people with disability, including accommodation and respite services
- support Aboriginal and Torres Strait Islander Partnerships service delivery.

The department's assets also include intangible assets, primarily internally generated software and systems.

The value of our assets by category was:

- Cash and cash equivalents – \$54.840 million
- Receivables, current and non-current – \$6.009 million
- Property, plant and equipment – \$181.296 million
- Intangibles – \$1.050 million
- Other current assets – \$1.774 million.