

Cultural Capability Action Plan 2015-18

Cultural capability – the integration of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes to produce better outcomes for Aboriginal and Torres Strait Islander peoples.

*Queensland Government Cultural
Capability Portal, 2015*

Queensland Treasury

Cultural Capability Action Plan 2015-18

Our commitment

Queensland Treasury acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of this country. We recognise their connection to land, wind, water and community. We pay respect to them, their cultures and to their Elders past and present.

We understand that we can achieve cultural capability through:

- learning more about Aboriginal and Torres Strait Islander histories and cultures
- understanding historical and contemporary issues relating to Aboriginal and Torres Strait Islander peoples
- recognising, respecting and valuing Aboriginal and Torres Strait Islander cultures
- sustained, respectful and meaningful engagement with Aboriginal and Torres Strait Islander peoples when developing policies, programs and services
- understanding how and with whom to consult
- implementing work practices to support a culturally diverse workforce.

Our contribution to cultural capability

Queensland Treasury's diverse portfolio is reflected in a broad range of clients:

- The Premier and the Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships for whom we provide high-level fiscal, economic, commercial advice and support
- Government agencies with whom we partner to meet their infrastructure and procurement needs
- Business, industry and non-government sectors
- Queensland families and individuals.

Aboriginal and Torres Strait Islander clients

As the government's expert on state finances and the economy, we can influence outcomes for Aboriginal and Torres Strait Islander peoples by stimulating the economy to create jobs. This in turn will lead to stronger communities, more economic opportunities and better local services.

"We also need to ensure that Indigenous communities are getting the funding they need for housing, health and education services, and community safety".

Treasurer, Minister for Employment and Industrial Relations and
Minister for Aboriginal and Torres Strait Islander Partnerships
Curtis Pitt, 26 May 2015

We are committed to developing workplace initiatives that support Indigenous and non-Indigenous employees to:

- actively promote cultural awareness and respect in the workplace
- create solutions to help attract and retain Indigenous employees
- share information and experiences
- support, mentor and encourage each other
- identify training and development opportunities to increase skills.

Our plan

Our Cultural Capability Action Plan guides the skills, knowledge and behaviours that all levels of our staff need to provide culturally appropriate services for Aboriginal and Torres Strait Islander Queenslanders, whether directly or indirectly.

Cultural Capability Framework principle	Action	Outcome	Performance measure	Timeframe	Responsibility
Valuing culture	<ul style="list-style-type: none"> Incorporate Acknowledgment of Traditional Owners or Welcome to Country into 'business as usual' practices. Recognise significant dates in Aboriginal and Torres Strait Islander culture. 	Cultural recognition is incorporated into Treasury business.	<p>The Welcome to Country/Acknowledgement of Traditional Owners protocol is promoted on Nexus.</p> <p>A calendar of Aboriginal and Torres Strait Islander significant dates and events is promoted and celebrated throughout Queensland Treasury.</p>	<p>2015</p> <p>ongoing</p>	<p>HR Branch</p> <p>HR Branch, in collaboration with Strategic Communications (StratCom)</p>
	<ul style="list-style-type: none"> Introduce cultural capability training for our staff. Ensure the training includes a significant component of Aboriginal and Torres Strait Islander history, including learnings from those experiences. Promote the Department of Aboriginal and Torres Strait Islander Partnerships <i>Cultural Capability Portal</i> to our staff. 	Indigenous people's cultural expressions, heritage and knowledge are valued and respected.	<p>Queensland Treasury has a cultural capability training program.</p> <p>Every employee demonstrates fundamental cultural knowledge skills and behaviours.</p> <p>Every employee working with Aboriginal and Torres Strait Islander clients will demonstrate high-level cultural knowledge, skills and behaviours relevant to their role.</p> <p>Line managers will demonstrate the knowledge, skills and behaviours required for managing and supporting Aboriginal and Torres Strait Islander employees.</p>	<p>2015-16</p> <p>ongoing</p>	HR Branch
Leadership and accountability	<ul style="list-style-type: none"> Consider key Aboriginal and Torres Strait Islander issues and outcomes in the development of the Queensland Treasury Strategic Plan. 	Cultural capability becomes a value in the Queensland Treasury Strategic Plan.	<p>Queensland Treasury Strategic Plan will:</p> <ul style="list-style-type: none"> embed cultural capability as an objective incorporate cultural considerations provisions in all relevant business planning templates. 	From 2015 (with the development of the 2015-2019 plan)	Office of the Under Treasurer, in collaboration with HR Branch

Cultural Capability Framework principle	Action	Outcome	Performance measure	Timeframe	Responsibility
	<ul style="list-style-type: none"> Review business planning processes to consider the needs of Aboriginal and Torres Strait Islander Queenslanders. Include cultural capability as a key priority in Treasury's Workforce Plan, with at least annual updates on actions provided to the Workforce Capability and Performance Committee. 	Cultural capability is regularly monitored and discussed by Executive Management Team.	Group heads provide regular reports on progress, activity and observations.		HR Branch
Building cultural capability into economic participation	Ensure cultural capability is embedded in workforce management frameworks, practices and processes.	Cultural capability is identified as a core behaviour across all classification levels.	Cultural capability is incorporated in the Great People Capability System.	From 2015-16 financial year.	HR Branch
	Investigate and establish appropriate workplace forums to support Queensland Treasury's Aboriginal and Torres Strait Islander employees.	Queensland Treasury Indigenous employees inform priorities and contribute to the achievement of cultural capability in Treasury.	Queensland Treasury's Aboriginal and Torres Strait Islander employees are consulted regarding the establishment of an appropriate workplace forum. Outcomes from this consultation are implemented.	2015	HR Branch

Cultural Capability Framework principle	Action	Outcome	Performance measure	Timeframe	Responsibility
	Review the Queensland Treasury Graduate Program to ensure that indigenous students are targeted in recruitment activities.	Aboriginal and Torres Strait Islander graduates are recruited.	2017 Graduate recruitment has a target for the number of Aboriginal and Torres Strait Islander applicants. Contacts with services, associations and institutions representing Indigenous recruits are established and maintained.	2015-16 financial year ongoing	HR Branch
Aboriginal and Torres Strait Islander engagement and stronger partnerships	Review the Queensland Treasury Stakeholder Engagement practices.	Stakeholder Engagement practices consider engagement with Aboriginal and Torres Strait Islander people/ communities.	Ensure Treasury's stakeholder engagement planning and practice considers engagement with Aboriginal and Torres Strait Islander people/ communities. Department of Aboriginal and Torres Strait Islander Partnerships " <i>Know your community</i> " resource is promoted.	ongoing	StratCom, in collaboration with HR Branch
	Re-establish the State Penalties Enforcement Registry (SPER) program of visits to Aboriginal and Torres Strait Islander communities.	SPER engages with communities and educates about SPER, debts and services.	Number and breadth of communities visited.	2015-16 financial year	SPER
Culturally responsive systems and services	Invest in services and systems that meet the needs of Aboriginal and Torres Strait Islander people.	Include disadvantaged debtor data into SPER's collections system.	Disadvantaged debtors are identified and services are then targeted towards their needs.	From 2015-16	SPER