

Your Career with the Department of Aboriginal and Torres Strait Islander Partnerships

The department's key role is to provide whole-of-government leadership to improve the outcomes for Aboriginal people and Torres Strait Islander people.

The department is committed to supporting the Government's objectives for the community by focusing on achieving better client outcomes in the areas of economic independence, quality frontline services, culturally vibrant communities, safety and resilience, and a capable and agile organisation.

The staff are committed to working in partnership with all levels of government and agencies, local communities, non-government organisations, and the private sector to achieve the best possible outcomes for our clients.

For more information visit www.datsip.qld.gov.au.

A competitive salary and salary packaging

You will be appointed to a particular level depending on your qualifications and experience. In most cases, a new employee will commence at the first level of the advertised position's salary range and will be eligible for an annual increase until the top of the salary range is reached for that position.

The department also offers officers salary packaging including superannuation contributions and, motor vehicle leasing.

Flexible working arrangements

The department is committed to providing employees with access to a flexible work environment and welcomes the opportunity to discuss these arrangements.

Your hours of duty will be confirmed with you upon appointment and may vary depending upon appointment and on your occupation/type of employment. Staff may have access to a variety of flexible working arrangements, such as accrued time, part-time work, compressed hours or telecommuting arrangements.

Recreation Leave

You will normally receive 20 working days per year for recreation leave plus 17.5% leave loading. This can vary in certain regions, for example, in northern Queensland you will receive recreation leave of 25 working days per year plus 14% leave loading.

Recreation Leave may also be taken at half pay.

Sick leave

You will be eligible for 10 working days of sick leave (pro-rata for part-time employees) each year on full pay that accumulates if not taken. This leave may be accessed for caring responsibilities of immediate family or household members.

Long service leave

You will accumulate long service leave at the rate of 1.3 weeks per year of service. You will be eligible for long service leave after 10 years of service however, you may be permitted to take long service leave on a pro-rata basis after seven years of continuous service.

Work and life balance

The department may provide supportive flexible work arrangements and a range of leave to assist employees in balance work and life commitments. These include:

Purchased leave – eligible employees may apply to access up to an extra 6 weeks leave over a year. Fortnightly salary deductions are made to fund the additional leave.

Parental leave – Eligible employees may be entitled to 14 weeks paid maternity/adoption leave. In addition, an employee may be granted up to 2 years unpaid parental leave (inclusive of the 14 weeks' paid leave) to be their child's primary carer. Employees may also apply to work part-time until their child commences school.

Special discretionary leave – An employee may be granted paid leave per reason, up to 5

days per year. Reasons could include, compassionate circumstances, representing state or national sporting teams, blood donations, unable to attend work due to natural disasters, domestic and family violence.

Equal employment opportunities

The department is an equal employment opportunity employer.

Professional development

The department supports learning and professional development opportunities for employees.

Employees may also enhance their career development through relieving/secondment opportunities.

Study, research assistance and career opportunities

If you are studying, or plan to study, you may be entitled to receive leave assistance and/or an education allowance. The Study and Research Assistance Scheme supports employees who undertake further education in an area of study or research relevant to services we provide and linked to our strategic outcomes.

Workplace health, safety and wellbeing

The department is committed to ensuring systems and initiatives are in place to provide a safe and healthy working environment and that employees and management work together to achieve a safe and health workplace.

A range of wellbeing initiatives are also provided to employees.

The Employee Assistance Program

Employees have access to confidential and free counselling to resolve problems affecting their work and/or personal life through an Employee Assistance Program (EAP).

Competitive superannuation

QSuper is currently the default superannuation fund for Queensland Government employees. For most public servants you can:

- contribute between 2–5% of your salary, matched by an employer contribution of up to 12.75%
- make additional voluntary contributions
- salary sacrifice superannuation
- transfer money from other superannuation funds
- make and receive spousal contributions
- receive income protection cover
- purchase total and permanent disability insurance.

The Queensland Government has introduced legislation that will allow Queensland public servants to choose to join another superannuation fund if they wish. These changes will take effect on 30 June 2017.