Blue Cards and Organisational Compliance

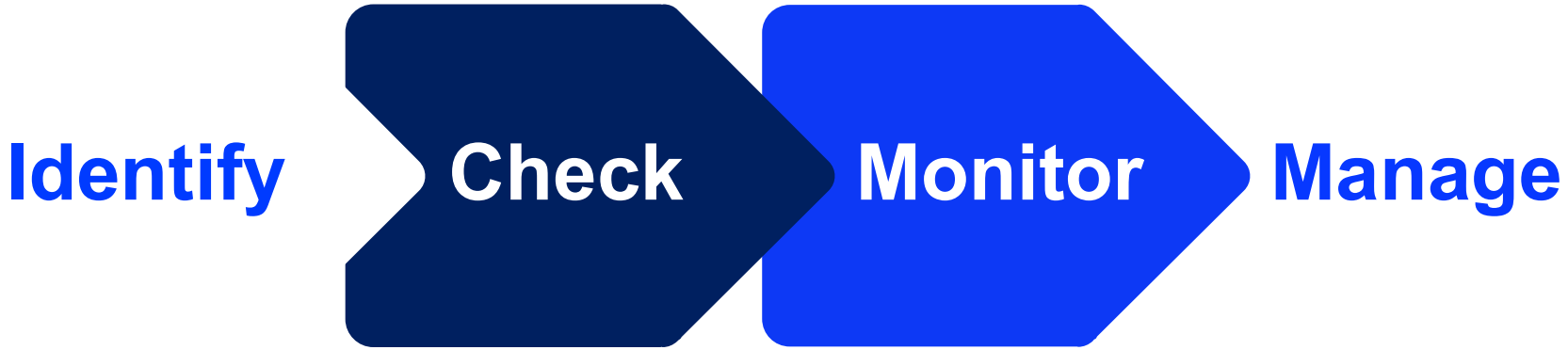
Volunteering North Queensland

Blue Card Services | Queensland Worker Screening Services

Working together **to keep kids** safe

DELIVERING FOR QUEENSLAND | Queensland Government

Understanding the blue card system



Regulated categories

Regulated Employment

- **Residential facilities**
- **Schools – boarding facilities**
- Schools – employees other than teachers
- **Education and care services and similar employment**
- Child care and similar employment
- **Justice and detention services**
- **Churches, clubs and associations involving children**
- Health, counselling and support services
- Disability work
- Private teaching, coaching or tutoring
- Education programs conducted outside of school
- Child accommodation services
- Religious representatives
- Sport, active recreation, gyms and play facilities
- Entertainment, beauty and photography services
- Emergency services cadet program
- School crossing supervisors
- Care of children under *Child Protection Act 1999*

Regulated Business

- Health, counselling and support services
- Disability work
- Private teaching, coaching or tutoring
- **Education and care services and similar businesses**
- Child care services and similar businesses
- **Justice and detention services**
- Educational services and activities conducted inside school
- Educational programs conducted outside of school
- Religious representatives
- Child accommodation services
- Sport, active recreation, gyms and play facilities
- Entertainment, beauty and photography services
- Hostel for children other than residential facility
- Businesses relating to licensed care service under *Child Protection Act 1999*
- Non-State schools – directors of governing bodies and authorised persons

Regulated services and activities

- **Churches, clubs and associations**
- Sport and active recreation
- Schools
- Disability work
- Health, counselling and support services
- Entertainment, beauty and photography
- Child accommodation services
- School crossing supervisors

Provide services or conduct activities directed mainly towards children

Identify | Check | Monitor | Manage

Churches, clubs and associations

1. Employment is regulated employment if –

   (a) the usual functions of the employment includes, or are likely to include

      i. **providing services directed mainly towards children**; or

      ii. **conducting activities mainly involving children**; or

      iii. **engaging in decision making** in relation to children **as a member of an executive committee**; **and**

   (b) the services are provided, the activities are conducted, or the decision making is engaged in, by or within a church, club, association or similar entity.

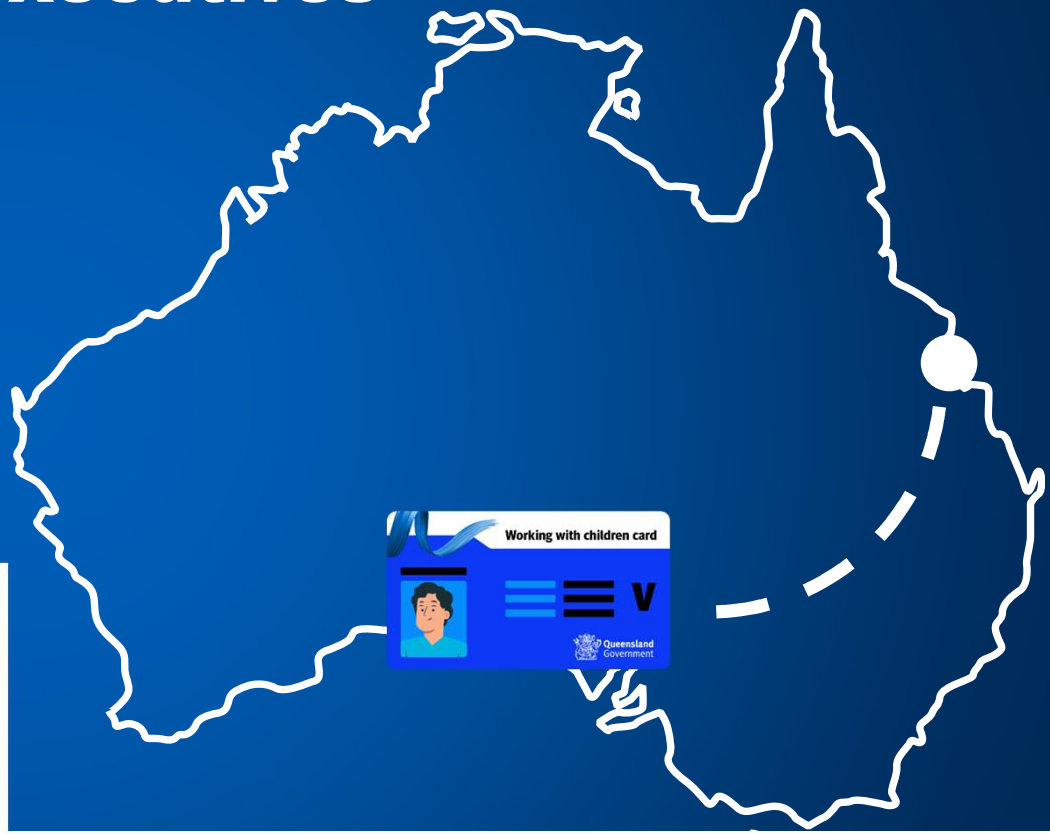
   Note – see section 156 for when a parent is not in regulated employment

2. 'executive committee' means a group or body of people, by whatever name called, that manages the affairs of the church, club or association relating to children.

Business owners and executives

You need a blue card if you are:

- Business owners
- Executives
- Board members
- **Committee members**
- Directors



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Professional exemptions

You **do not need** a blue card when you work with children as part of your professional role as a:

- Queensland registered teacher
- Queensland Police officer
- Registered health practitioner, including ambulance officers
- Corrective Services officer.

These exemptions only apply when the person is working in that registered profession.

Working with a child employee

Exemption

You do not need a blue card to supervise or work alongside someone who is under 18.

- A blue card **is not needed** if you are:
- supervising a 17-year-old colleague
- supervising a student doing work experience
- working alongside a 15-year-old colleague.

Exemptions | Restricted employment

This includes the exemptions for:

- volunteers under 18
- parent volunteer
- working or volunteering for no more than 7 days in a calendar year
- Person with disability working where they also receive disability or NDIS services
- Work experience student doing disability work, supervised by a blue card holder



Working or volunteering for 7 days or less

You do not need a blue card if you work or volunteer for no more than **7 days in a calendar year.**

This exemption does not apply if you:

- take part in an overnight camp or excursion
- run a business
- are a restricted person

The 7 days are counted across all regulated child-related work and volunteer activities.

- They are not counted separately for each organisation.
- A calendar year is from 1 January to 31 December.
- Any work or volunteering on a day is 1 day. **This applies even if you only work for part of the day.**

Volunteers under 18

If you are under 18 and volunteering with children, you do not need a blue card.

This also applies if you are a school student or trainee doing work experience or a placement as part of your course.

This exemption **does not apply** to a restricted person.

Parent volunteer

You do not need a blue card if you volunteer in an activity your own child takes part in.

You **will however need** a blue card if:

- the activity is an overnight camp or excursion
- your role involves close personal contact with another child, such bathing, toileting or dressing
- your own child is not taking part in the activity.

You must be the child's parent. Other relatives are not covered by the volunteer parent exemption.

This exemption **does not apply** to a restricted person.

Restricted persons and employment

Restricted persons cannot rely on many exemptions.

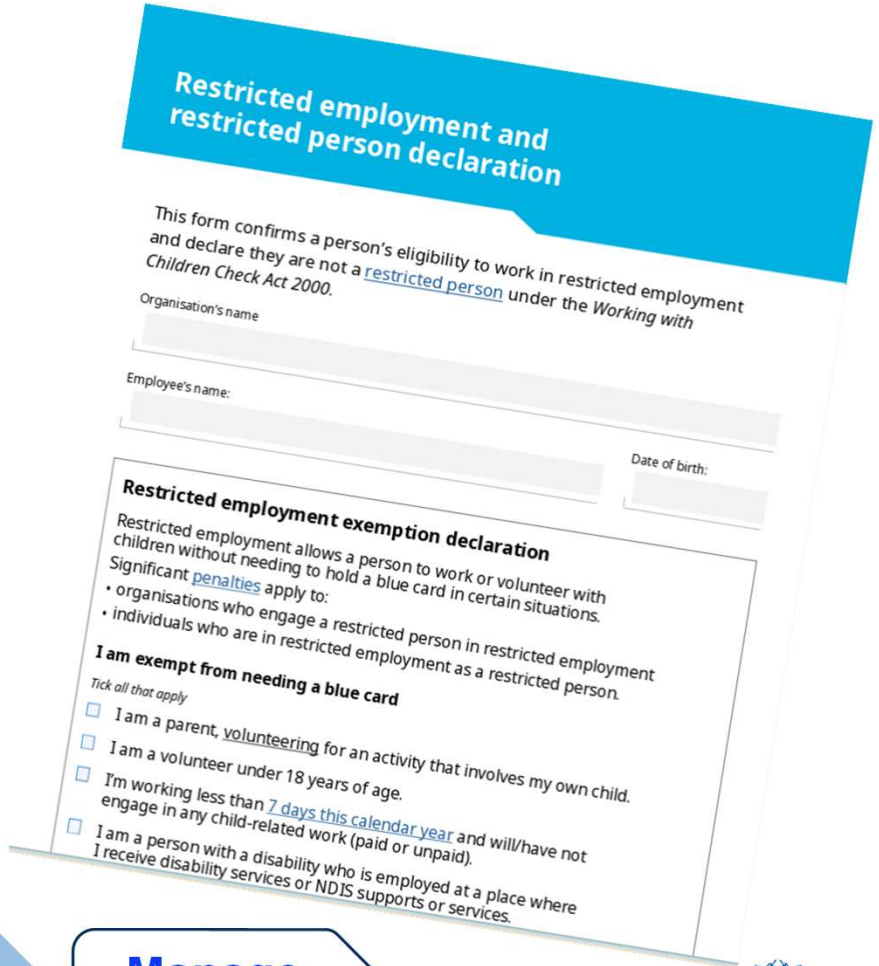
A **restricted person** is a:

- a negative notice holder
- suspended card holder
- disqualified person
- person charged with a disqualifying offence
- negative notice holder issued from another state or territory

Restricted employment:

- a parent volunteering
- a volunteer who is under 18
- paid or unpaid staff working less than 7 days a calendar year
- Person with disability working where they also receive disability or NDIS services
- Work experience student doing disability work, supervised by a blue card holder

Restricted person declaration



Restricted employment and restricted person declaration

This form confirms a person's eligibility to work in restricted employment and declare they are not a restricted person under the *Working with Children Check Act 2000*.

Organisation's name

Employee's name:

Date of birth:

Restricted employment exemption declaration

Restricted employment allows a person to work or volunteer with children without needing to hold a blue card in certain situations.
Significant penalties apply to:
- organisations who engage a restricted person in restricted employment
- individuals who are in restricted employment as a restricted person.

I am exempt from needing a blue card

Tick all that apply

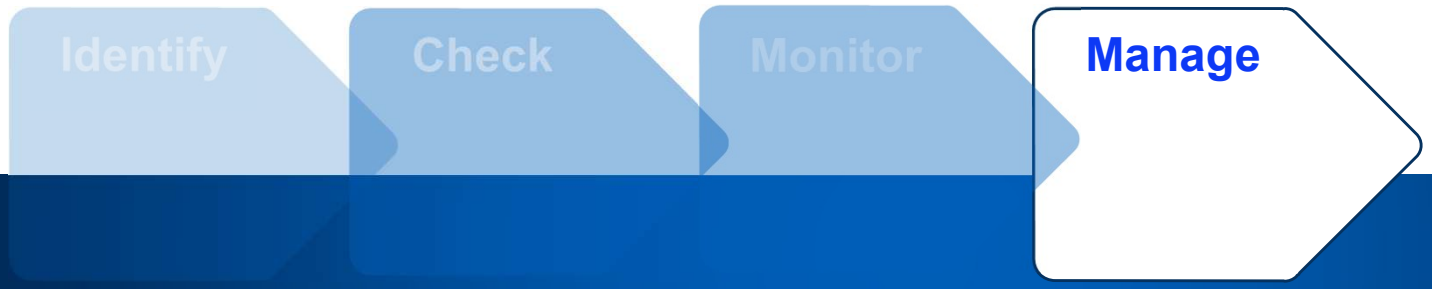
- ☐ I am a parent, volunteering for an activity that involves my own child.
- ☐ I am a volunteer under 18 years of age.
- ☐ I'm working less than 7 days this calendar year and will/have not engage in any child-related work (paid or unpaid).
- ☐ I am a person with a disability who is employed at a place where I receive disability services or NDIS supports or services.

Organisational Obligations

Once an organisation identifies a role requires a blue card, it must:

- Make sure the person has a valid card
- Ensure they are linked before they start
- Maintain an employee register
- Respond to compliance requests
- Keep organisation information up to date

No Card. No Link. No start



Avoid Overcompliance

Not everyone needs a blue card

Requesting blue cards where they are not legally required can:

- create barriers to volunteering
- create barriers to employment
- lead organisations to over-rely on blue cards.

A blue card is **one** part of a broader child-safe approach.

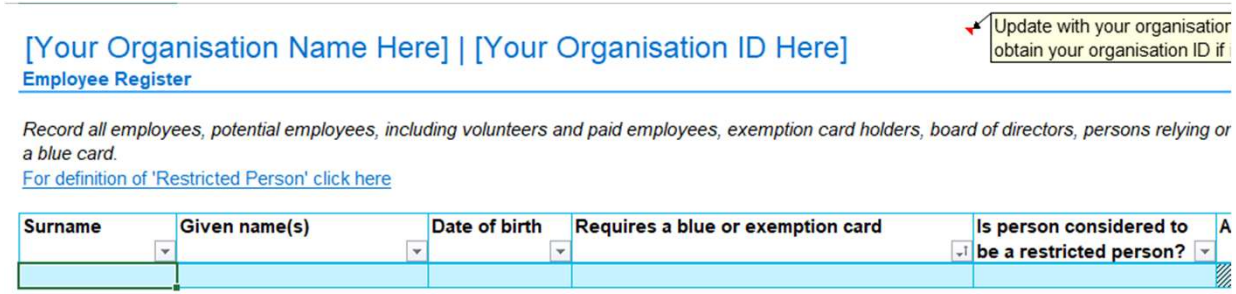
No Card. No Link. No start

Before a person starts regulated work they must:

- ✅ Hold a valid blue or exemption card
- ✅ Be linked to the organisation

Employee register

Organisations must maintain an employee register.



[Your Organisation Name Here] | [Your Organisation ID Here]

Update with your organisation
obtain your organisation ID if

Employee Register

Record all employees, potential employees, including volunteers and paid employees, exemption card holders, board of directors, persons relying or a blue card.

For definition of 'Restricted Person' click here

Surname	Given name(s)	Date of birth	Requires a blue or exemption card	Is person considered to be a restricted person?	A

- ✅ Everyone who works or volunteers
- ✅ Card holders
- ✅ People relying on exemptions
- ✅ Key blue card details

Compliance Checklist

- ✅ Do they **hold** a card?
- ✅ Is the card **valid**?
- ✅ Has their **Identity** been verified?
- ✅ Have they been **linked**?
- ✅ Is the **employee register** updated?

Myths

X All volunteers need blue cards.

X If you have an interstate WWCC you don't need a Blue Card in QLD.

X Parents never need blue cards.

X Volunteers can start work as soon as they apply for their blue cards.

X Volunteers don't need to be linked.

X If everyone has a blue card, kids will be safe.

Child Safe Standards

Queensland's new child safeguarding law—the *Child Safe Organisations Act 2024* (Qld) commenced from 1 October 2025. It aims to protect Queensland children from harm when they interact with businesses and organisations.

For more information go to:

https://www.qfcc.qld.gov.au/childsafe

Join our webinars

Blue Card for Volunteers

- Wednesday, 18 November 2026
- 10-11am

Ready, Set, Compliant!

- Tuesdays, 10 November or 1 December 2026
- 10-10.45am



Community Information, Blue Card Services

1800 113 611

www.qld.gov.au/bluecard

Register for upcoming webinars