



Working with Children Checks on Norfolk Island FAQs

December 2024

Frequently Asked Questions

What is a blue card?

A blue card is issued to an individual that is approved to work with children in regulated activities in **Queensland** after undergoing a Working with Children Check (WWCC).

The WWCC is administered by Blue Card Services, an agency within Queensland's Department of Justice.

Who is required to have a blue card?

A blue card is required for any individual in **Queensland** who works or volunteers in regulated **child-related employment**¹ or operates a **regulated child-related business**.²

The blue card system does not apply to every environment in which a child may be present.

If you are planning to work or volunteer in a child-related business in **Queensland**, visit the **Blue Card Services website**³ for further blue card information, including how to apply.

Should I apply for a blue card if I live and work on Norfolk Island?

The blue card system does not apply to Norfolk Island.

You should **not** apply for a blue card if you intend to *only* work or volunteer on Norfolk Island.

¹ <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/required/individuals>

² <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/required/running-a-business>

³ <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card-services>

Why don't I need a blue card on Norfolk Island when Queensland is delivering some state services?

Although Queensland is providing some state services to Norfolk Island, there is no legislative basis for undertaking WWCCs for people working with children on Norfolk Island.

How is the safety and wellbeing of children on Norfolk Island being prioritised?

The safety and wellbeing of children on Norfolk Island is a key priority for the Australian and Queensland governments.

Queensland is currently working with the Australian Government to explore the feasibility of applying the blue card system to Norfolk Island.

If in the future, the blue card system is applied to Norfolk Island, the Australian and Queensland governments will first engage with relevant employees, employers, businesses, community groups and other stakeholders on Norfolk Island.

How can I get a working with children check on Norfolk Island without applying for a blue card?

There is no equivalent blue card system on Norfolk Island. However, employers or organisations may request a **Nationally Coordinated Criminal History Check (NCCHC)**⁴ for their employees/volunteers as a prerequisite for employment and/or as an ongoing system of review.

Your employer will advise you of any requirements which may be a condition of your employment.

What is a Nationally Coordinated Criminal History Check?

A Nationally Coordinated Criminal History Check is a document that summarises a list of an individual's offender history in Australia including disclosable court outcomes and pending charges sourced from the databases of all Australian police jurisdictions. This check helps organisations make informed decisions about the suitability of applicants for a range of employment, registration or licensing entitlements.

A Nationally Coordinated Criminal History Check can sometimes also be referred to as:

- National Police Certificate
- National Police Check (NPC)
- National Police History Check (NPHC)
- National Criminal History Check (NCHC)
- National Criminal Record
- National Criminal Record Check

⁴ <https://www.acic.gov.au/i-need-get-check-my-employees>

What if I have already advised my employees that they require a blue card to work/volunteer with children on Norfolk Island?

As an employer, you may wish to establish conditions of employment that are reasonable and consistent with working with children requirements across Australia.

Such conditions may include requesting that all staff working or volunteering with children hold a Nationally Coordinated Criminal History Check. You may also wish to consider establishing a risk management strategy.

Information about risk management and the National Child Safety Principles

The Queensland Government website provides information on how child-regulated organisations in Queensland can establish and improve their risk management strategies. Although the information is tailored for Queensland, it may assist organisations involved in child-related work on Norfolk Island.

If you are planning to work or volunteer in a child-related business in **Queensland**, visit the **Blue Card Services website**⁵ for further blue card information, including how to apply.

The **Australian Government National Principles for Child Safe Organisations website**⁶ also provides a range of child safety guidance and resources which may be of assistance.

Need further information?

General Enquiries for working with children checks on Norfolk Island:

Department of Infrastructure, Transport, Regional Development, Communications and the Arts

Email: NIServiceDelivery@infrastructure.gov.au

Enquiries related to obtaining a blue card to work or volunteer in child-related work in Queensland:

Blue Card Services

Ph: +617 3211 6999 (M-Th 8.30am – 4.30pm; Friday 9am – 4:30pm AEST)

Online Enquiry: **Contact Blue Card Services**⁷

⁵ <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/organisations/risk-management-strategies>

⁶ <https://childsafe.humanrights.gov.au/national-principles>

⁷ <https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/contacting/contact>