



Restricted person and restricted employment explained for individuals

This fact sheet provides information for volunteer parents, volunteers under 18 and people who rely on an exemption to work or volunteer with kids.

To further strengthen the blue card system, new laws will restrict certain people from relying on current exemptions to work with children, in some circumstances.

New laws

From 31 August 2020, you cannot start or continue in 'restricted employment' if you are a 'restricted person.'

The maximum penalty is \$66,725 (500 penalty units) or 5 years in prison. Penalties will also apply to organisations.

How will I know if I am a restricted person?

A restricted person is a person who:

- has been issued a negative notice, or
- has a suspended blue card, or
- is a disqualified person, or
- has been charged with a disqualifying offence which has not been finalised.

How will I know if I am working or volunteering in restricted employment?

Restricted employment refers to particular exemptions which allow a person to work with children without a blue card, such as:

- a volunteer parent;
- a volunteer who is under 18;
- paid or unpaid staff who work in child regulated employment for not more than 7 days in a calendar year; or
- a consumer at a child-related service outlet where they also carry out work at the outlet.

*A child-related service outlet means a place at which disability services are provided to children.

What are my responsibilities as a restricted person?

As a restricted person, you must not start or continue to work in restricted employment. If you currently work in restricted employment, you must immediately stop or you will be breaking the law and can be prosecuted.

If you are not sure if you are a restricted person or if you are volunteering or working in restricted employment, you can contact us for more information.



Do I need to tell my employer that I am a restricted person if I have been volunteering or working in restricted employment?

You do not need to tell the organisation the reason why you are no longer able to volunteer or work for them. However, you must immediately stop working or volunteering with the organisation or you will be committing an offence and can be prosecuted.

Examples of situations where the restricted person and restricted employment changes apply:

Scenario: My child plays under 8's at the local football club. I want to be the coach of my child's team. I had previously applied for a blue card but received a negative notice. I still want to be the coach and want to rely on the volunteer parent exemption because I am coaching my own child's team. Can I rely on the volunteer parent exemption?

Answer: No. You are considered a restricted person as you have been issued with a negative notice. Restricted employment includes volunteering as a parent within a sporting organisation.

Scenario: I was convicted of a disqualifying offence in 1990 and am now a parent of a child who attends a primary school. I want to volunteer at the school where my child attends doing school reading and tuckshop. Can I rely on the volunteer parent exemption to attend the school where my child attends and volunteer with school reading and tuckshop?

Answer: No. You are considered a restricted person as you have been convicted of a disqualifying offence. Restricted employment includes working in a school as a volunteer parent.

Scenario: I am a 17 year old student completing a Certificate IV in Fitness. I want to volunteer at the local high school, conducting fitness programs for teenagers. I was charged with a disqualifying offence, which is currently waiting to be heard in court. Can I still rely on the volunteer exemption to go into the school?

Answer: No. You are considered a restricted person as you have been charged with a disqualifying offence which has not been finalised.

Scenario: I am a blue card holder and have had my blue card suspended. I volunteer at my child's outside school hours care one day a week doing odd jobs and helping out with the kids. Can I still rely on the volunteer parent exemption?

Answer: No. You have had your blue card suspended and therefore are considered a restricted person. You cannot rely on the volunteer parent exemption to work at your child's outside school hours care.

Scenario: I am a motivational speaker who has been asked to deliver a paid presentation to a grade 12 cohort. I have advised the school that I have previously been issued a negative notice. However, as this is a one-off event, can I rely on an exemption?

Answer: No. You are considered a restricted person as you have been issued with a negative notice. Restricted employment includes work that is not more than 7 days in a calendar year.

Need more information?



Please call us on **1800 113 611** or **07 3211 6999** between **8am–5pm** on **Monday to Friday** or visit www.qld.gov.au/bluecard.