

Blue cards for working with children – advice for funded service providers

All suppliers that receive funding from the Department of Youth Justice and Victim Support (businesses and employees) are regulated under the *Working with Children (Risk Management and Screening) Act 2000* and must comply with specific legal obligations to ensure the safety and wellbeing of children.

What a blue card is

The blue card system is a mandatory screening process in Queensland. It is designed to protect children by assessing the eligibility of individuals working or volunteering in child-related environments. Managed by Blue Card Services, the process includes:

- national reference system check
- blue card check
- ongoing monitoring.

Visit [the blue card system explained](#) for more information.

Who needs a blue card

The blue card system applies to specific roles and industries involving children. You may need a blue card if you:

- work or volunteer in child-related roles
- own or operate a business providing support services to children (e.g. counselling, mentoring)
- supervise children subject to supervised release orders
- provide counselling or support to children in youth detention centres.

Learn more about [who needs a blue card](#) on the website.

Important note: blue cards, or their equivalent issued in other states or territories,

cannot be used for restricted work in Queensland. Similarly, using a Queensland blue card in other jurisdictions, depends on the rules of that state or territory.

Restricted people and restricted employment

Restricted people cannot work in child-related roles, even if they qualify for an exemption. A [restricted person](#) is someone who:

- is a [disqualified person](#)
- holds a suspended blue or exemption card
- has received a [negative notice](#)
- has been charged with a [disqualifying offence](#) that has not been finalised
- is subject to an adverse interstate working with children check decision.

Organisational details

Organisations and businesses that are regulated by the blue card system must update their details if they have changed. This ensures Blue Card Services and/or police can get in touch quickly when it is necessary to do so.

This requirement includes changes to:

- your organisation's name
- your organisation's address
- your organisation's contact details
- authorised contacts (including when an organisation contact person changes their name).

An [online form](#) is available or you can complete an [update organisation details form](#) and send it to Blue Card Services.

No card, no link, no start

Organisations and business must ensure card holders are linked to the organisation **before the person commences work** and are unlinked when a person ceases work.

By linking a blue card to your organisation, you will receive advice if a card holder is no longer eligible to work with children. Unlinked card holders risk organisations unknowingly employing ineligible individuals.

The link to any blue card renewals will automatically be carried over, however, if a card holder does not renew before the expiry of their blue card, the link will be removed.

You can link or unlink cardholders via the Blue Card Services organisation portal.

For more information, visit:

- [linking requirements for organisations](#)
- [support for the Blue Card Services organisation portal](#).

Risk management requirements

Organisations and businesses providing services regulated by the blue card system must:

- develop and implement a **child and youth risk management strategy** to minimise risks of harm to children
- regularly review and update policies and procedures to ensure compliance with blue card requirements
- provide the strategy to your Youth Justice contract officer on request.

You can find [resources and templates](#) on the Blue Card Services website.

Requirements for executive officers and board members

In addition to ensuring the organisation has a **child and youth risk management strategy**, executive officers and board/committee members are also required

to hold a blue card, even if they live interstate.

You can find more information about [executive officers and board or committee member blue card requirements](#) on the Blue Card Services website.

Note: An executive officer is any person involved in the management of the corporation (regardless of position title or whether or not they are a director of the corporation).

Penalties for non-compliance

Failure to comply with blue card requirements can result in significant penalties for both individuals and organisations. It is essential to meet all legal obligations to protect children and maintain compliance with Queensland laws.

Support for Aboriginal and Torres Strait Islander communities

Blue Card Services provides [dedicated support to Aboriginal and Torres Strait Islander communities across Queensland](#), helping individuals and organisations navigate the blue card system.

Further information

For more details:

- visit the [Blue Card Services website](#)
- contact Blue Card Services directly at **1800 113 611**.