



Fact sheet

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 under the No Card, No Start laws.

To further strengthen the blue card system, the No Card, No Start laws restrict certain people from relying on exemptions to work with children, in some circumstances.

No Card, No Start laws

You cannot start or continue in restricted employment if you are a restricted person. The maximum penalty is over \$70,000, or 5 years in prison. Penalties also apply to organisations.

What is a restricted person?

A restricted person is a person who:

- has been issued a negative notice
- has a suspended blue card
- is a disqualified person
- has been charged with a disqualifying offence which has not been finalised
- is the subject of an adverse interstate Working with Children check decision that is in effect.

What is 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
- working with children for less than 7 days in a calendar year
- a person with disability who is employed at a place where the person also receives disability services or NDIS supports or services, and
- a secondary school student on work experience who carries out disability related work under the direct supervision of a person who holds a blue or exemption card.

Read more: qld.gov.au/bluecardeligibility



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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 do, you will be breaking the law and can be prosecuted.

Do I need to tell my employer I am a restricted person?

You must immediately stop working or volunteering with the organisation. However, you do not need to tell the organisation the reason.

Examples when restricted person, restricted employment laws apply

Scenario: I want to coach of my child's under 8's football club. And want to rely on the volunteer parent exemption. However, I had previously applied for a blue card but received a negative notice. Can I rely on the volunteer parent exemption to coach my child's team?

Answer: No. As a negative notice holder, you are considered a restricted person. Restricted employment includes volunteering as a parent within a sporting organisation.

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. However, 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 volunteer at the school?

Answer: No. Even though the matter has not yet been finalised, you are still considered a restricted person and cannot volunteer at the local high school.

Scenario: I want to volunteer at my child's school doing school reading and tuck-shop duty. However, in 1990, I was convicted of a disqualifying offence. Can I rely on the volunteer parent exemption to attend the school where my child attends?

Answer: No. As you have been convicted of a disqualifying offence, you are considered a restricted person. Restricted employment includes volunteering at your child's school.

Scenario: I am a blue card holder volunteering at my child's outside school hours care service doing odd jobs and helping out with the kids. However, I recently had my blue card suspended. 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 service.

Read about offences at qld.gov.au/bluecardoffences-individual

Need help?

Phone us on 1800 113 611 or 07 3211 6999. Or visit our website at www.qld.gov.au/bluecard. If you need an interpreter, contact Language Loop on 1800 512 451.