

Fact sheet: Child-related duties under Suitability for employment (Directive 01/26)

Effective date: 1 April 2026

Overview

The [Suitability for employment \(Directive 01/26\)](#) (the Directive) and [chapter 3, part 5](#) (Suitability for employment) of the *Public Sector Act 2022* (PS Act) provide a framework for public sector entities to assess a person's suitability to perform child-related duties (among other reasons).

Suitability can be assessed for a person already engaged or proposed to be engaged as a public sector employee (or a contractor, volunteer, student or other form of engagement e.g. mobility arrangement in some circumstances).

This fact sheet has been developed to assist public sector entities to understand how the blue card screening and risk management requirements for child-related duties interact with other legislative frameworks for child safety. [Appendix A](#) also provides a summary.

Legislative frameworks that govern child safety in the Queensland public sector

There are numerous pieces of legislation that govern child safety in the Queensland public sector. Some have screening requirements and some have obligations that entities need to comply with to ensure the safety of children. This fact sheet considers some of the key legislation* that interacts with the Directive and may apply to public sector entities. This includes the:

- PS Act which provides employment screening requirements for the Queensland public sector
- *Working with Children Check Act 2000* (WCC Act) which regulates blue card screening in Queensland¹
- *Child Safe Organisations Act 2024* (CSO Act) which stipulates requirements for entities who provide services specifically for children or facilities specifically for the use by children who are under the supervision of the entity.

***Note** - there may be other legislative frameworks and screening requirements for child safety which are not addressed in this fact sheet.

¹ Prior to 1 April 2026 the *Working with Children Check Act 2000* is titled *Working with Children (Risk Management and Screening) Act 2000* (WC (RM&S) Act).

Child-related duties under the PS Act

What is a child-related duty?

Child-related duties are roles within the Queensland public sector which require blue card screening to mitigate child safety risks but are not captured by the blue card screening requirements for regulated employment as outlined in the WCC Act.

Child-related duties typically involve situations where an individual is not directly delivering services to children but may work in an environment where children are present. In such cases, the chief executive may implement blue card screening to mitigate potential child safety risks.

A duty performed in a public sector entity may be a child-related duty if it:

- is to be performed at a place where services are provided only or mainly to children; or
- is to be performed in a role involved with providing services only or mainly to children; or
- involves contact with children that may create an unacceptable level of risk for children.

Child-related duties may be performed by employees, volunteers, contractors, students and/or other persons engaged in a public sector entity.

However, duties are not child-related duties if they involve or are likely to involve regulated employment under the WCC Act (see below for information about regulated employment).

Refer to [section 57](#) of the PS Act for the full meaning of child-related duty. Additionally, clause 12.4 of the Directive provides further considerations for determining whether a duty is a child-related duty.

Entities that have child-related duties should consider if they are a child safe entity under the CSO Act. See below page 4.

Blue card screening for child-related duties

The PS Act requires that any persons performing child-related duties must have a working with children authority, which means a blue card (working with children clearance) or an exemption card (working with children exemption). Alternatively, if the person is a police officer or registered teacher who has made a working with children exemption application that is yet to be processed, the person may be engaged to perform child-related duties (which are outside the professional duties of a police officer or registered teacher) in the circumstances provided in [sections 59](#) and [60](#) of the PS Act. The PS Act authorises blue card screening for child-related duties to be conducted in accordance with [chapter 8](#) of the WCC Act.

Risk management obligations for child-related duties

Public sector entities that perform child-related duties must consider appropriate risk management approaches to address potential risks of harm to children in relation to the child-related duties (as outlined in clause 12.9 of the Directive). This may include the development of relevant strategies, policies or procedures related to the child-related duties in the context of the entity.

This requirement only applies to entities who are **not** child safe entities under the CSO Act (see below for information about child safe entities).

Risk management approaches may be different for each entity given the context of the child-related duties. The Directive provides the chief executive with flexibility to determine what is appropriate to manage the risk, rather than a one size fits all approach.

When determining the appropriate risk management approaches, the chief executive may consider [guidance material published by the Queensland Family and Child Commission](#) (QFCC) relating to risk management approaches to support implementation of the child safe standards. For example:

- identifying, assessing and taking steps to minimise the opportunity for children to be harmed
- focusing on preventing child harm, including child-to-child harm
- considering increased risk with specific roles and activities and children with heightened vulnerability, for example, children with a disability
- addressing risk management in policies and procedures and included in training for staff and volunteers
- ensuring procedures are regularly reviewed.

Additionally, where the entity performed child-related duties under the superseded Suitability for employment Directive [08/23], the chief executive may consider reviewing the previous child and youth risk management strategy required under that directive and consider whether that could be continued or amended as an appropriate risk management approach for the entity.

Regulated employment under the WCC Act

What is regulated employment?

Regulated employment is any activity that involves working or volunteering with children, where that activity is regulated under the WCC Act. The WCC Act regulates blue card screening in Queensland. An example of regulated employment in the Queensland public sector includes roles which provide health services to children.

Duties that involve or are likely to involve regulated employment are not child-related duties under the PS Act (see above for more information about child-related duties).

The meaning of regulated employment is provided in [section 156](#) of the WCC Act.

Blue card screening for regulated employment

A working with children authority, which means a blue card (working with children clearance) or an exemption card (working with children exemption), is required for public sector employees that undertake regulated employment, in accordance with [chapter 8](#) of the WCC Act.

Risk management obligations for regulated employment

As regulated employment is governed by the WCC Act, it is not captured by the Directive and the risk management obligations under the Directive do not apply. However, entities with regulated employment are likely to be child safe entities and if so, they are required to implement and comply with the child safe standards under the CSO Act² (see below).

Child safe entities under the CSO Act

What is a child safe entity?

A child safe entity is an organisation that provides services specifically for children, or facilities specifically for use by children who are under the supervision of the organisation, and is listed in Schedule 1 of the CSO Act (as provided in [section 10](#) of the CSO Act).

Entities with regulated employment are **likely to be** child safe entities.

Entities who perform child-related duties **may be** child safe entities.

Risk management obligations for child safe entities

The CSO Act requires child safe entities to implement and comply with 10 child safe standards and a Universal Principle for cultural safety for Aboriginal and Torres Strait Islander children (see [section 11](#) of the CSO Act for further information). These obligations commenced from 1 October 2025 and aim to protect children from harm when they interact with organisations. The obligation to comply with the child safe standards and Universal Principle applies at the organisational level rather than applying only to specific service streams.

The QFCC is Queensland's independent oversight body responsible for administering and overseeing compliance with the child safe standards and Universal Principle. Its role includes assisting child safe entities in implementing the child safe standards including through the development of guidance materials.

The QFCC's [Guidelines for implementing the Universal Principle and child safe standards in Queensland](#) provide guidance on policies, procedures and practices child safe entities may have in place—this includes the need to effectively manage and mitigate risks. Under the CSO Act, child safe entities must have regard to the QFCC's guidelines when implementing the child safe standards and Universal Principle. For this reason, child safe entities who perform child-

² Prior to 1 April 2026 risk management obligations for regulated employment are provided in the WC (RM&S) Act).

related duties are exempt from the risk management obligations under the Directive, as risks are already required to be managed through compliance with the child safe standards.

Child safe entities also have obligations relating to the [reportable conduct scheme under chapter 3 of the CSO Act](#). Refer to the [QFCC website](#) for further information.

[Appendix A](#) below provides a summary of the interaction between these legislative frameworks as authorities for blue card checks and child safety risk management requirements.

Further information

For questions about child-related duties or the Directive, the Public Sector Commission's HR Assist service is available to Queensland public sector human resource and industrial relations practitioners. Enquiries should be submitted through the [CaPE and HR Assist online enquiry form](#).

For information about child safe entities and the child safe standards refer to the [Queensland Family and Child Commission website](#).

For information about public sector entities with regulated employment refer to the For Government website [Organisations employing blue card workers | Your rights, crime and the law | Queensland Government](#).

Appendix A: Blue card checks and child safety risk management requirements

Type of entity and role	Blue card checks (including exemption applications)	Risk management obligations
Child safe entities: child-related duties	Required under Directive 01/26 and section 57(1)(a) and (b) of the PS Act.	Child safe entities must implement and comply with the child safe standards and Universal Principle. Refer to the Queensland Family and Child Commission website for more information.
Child safe entities: regulated employment	Required under the WCC Act.	Child safe entities must implement and comply with the child safe standards and Universal Principle. Refer to the Queensland Family and Child Commission website for more information.
Other entities: child-related duties	Required under Directive 01/26 and section 57(1)(a) and (b) of the PS Act.	An entity undertaking child-related duties must consider appropriate risk management approaches in accordance with clause 12.9 of the Directive 01/26 .
Other entities: regulated employment	Required under the WCC Act.	An entity performing regulated employment is likely to be a child safe entity and if so, will be required to implement the child safe standards and Universal Principle.