



Working with Children Checks on Norfolk Island FAQs

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Purpose of this document: This FAQ explains when Working with Children Checks may apply to Norfolk Island residents, including for study, work, volunteering and practical placements outside Norfolk Island. It also clarifies that Working with Children Check systems do not currently apply on Norfolk Island.

What is a Working with Children Check (WWCC)?

A Working with Children Check (WWCC) clearance is issued to an individual who is approved to work with children in regulated activities after a screening process.

Working with Children Check systems operate in other Australian jurisdictions. These systems do not currently apply on Norfolk Island.

In Queensland, Working with Children Checks are known as Blue Cards and are administered by Blue Card Services, an agency within Queensland's Department of Justice.

Who is required to have a Working with Children Check (WWCC) clearance?

Working with Children Check requirements apply in other Australian jurisdictions for certain individuals working, volunteering or undertaking practical placements in regulated child-related activities.

A WWCC clearance does not necessarily apply to every environment in which a child may be present.

In Queensland, a Blue Card is required for individuals who work or volunteer in regulated child-related employment or operate a regulated child-related business.

If you are planning to work, volunteer or undertake child-related activities outside Norfolk Island, you should check the requirements that apply in the relevant jurisdiction before commencing your activities.

Should I apply for a Working with Children Check (WWCC) clearance if I live and work on Norfolk Island?

No.

WWCC systems do not apply to Norfolk Island.

You should not apply for a Queensland Blue Card, or a WWCC clearance from another jurisdiction, if you intend to only work or volunteer on Norfolk Island.

What if I am required to complete a practical placement in Australia as part of my course or qualification?

If your practical placement is being undertaken in Australia outside Norfolk Island, you may need to meet the Working with Children Check requirements of the jurisdiction where the placement is taking place.

Norfolk Island residents can apply for any required Working with Children Check or equivalent screening clearance, including a Queensland Blue Card, even if they do not live in that jurisdiction.

Where available, applications can generally be completed remotely using the processes established by the relevant jurisdiction.

Check the requirements with your education provider and placement organisation before commencing your placement.

Can Norfolk Island residents obtain a Blue Card or other Working with Children Check if it is required for study, work, volunteering or a practical placement in another Australian jurisdiction?

Yes.

Norfolk Island residents can apply for a Working with Children Check or equivalent screening clearance where it is required for study, employment, volunteering or a practical placement in another Australian jurisdiction.

This includes applying for a Queensland Blue Card where one is required for work, volunteering or a practical placement in Queensland, even if the applicant is not a Queensland resident.

Individuals should check the eligibility and application requirements of the relevant jurisdictional authority.

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

The safety and wellbeing of children on Norfolk Island is a shared priority of governments, employers, community organisations and the broader community.

While there is currently no Working with Children Check system operating on Norfolk Island, organisations that engage staff or volunteers to work with children may choose to implement measures such as Nationally

Coordinated Criminal History Checks, child safety policies, risk management practices and other safeguarding measures.

The Australian Government also encourages organisations to consider the National Principles for Child Safe Organisations when developing child safety practices.

How can I obtain a background check for employment or volunteering on Norfolk Island?

There is no Working with Children Check or Blue Card system on Norfolk Island.

However, employers or organisations may request a Nationally Coordinated Criminal History Check (NCCHC) as a condition of employment or volunteering.

Your employer or organisation will advise you of any requirements that apply to your role.

What is a Nationally Coordinated Criminal History Check?

A Nationally Coordinated Criminal History Check (NCCHC) summarises an individual's offender history in Australia, including disclosable court outcomes and pending charges sourced from Australian police jurisdictions.

This check assists organisations in making informed decisions about the suitability of applicants for employment, registration, licensing or volunteering opportunities.

A Nationally Coordinated Criminal History Check can sometimes also be referred to as a National Police Certificate, National Police Check, National Police History Check, National Criminal History Check, National Criminal Record, or National Criminal Record Check.

What if I have already advised my employees or volunteers that they require a Blue Card to work with children on Norfolk Island?

There is currently no legislative requirement for workers or volunteers on Norfolk Island to hold a Queensland Blue Card or another jurisdiction's Working with Children Check.

Employers may, however, establish reasonable conditions of engagement that support child safety, such as requiring Nationally Coordinated Criminal History Checks or implementing child-safe policies and risk management strategies.

Further information

For information about Working with Children Checks in other Australian jurisdictions, contact the relevant jurisdictional authority. Requirements vary between jurisdictions and applicants should check the requirements that apply before undertaking work, volunteering or practical placements involving children.

Jurisdiction / service	Link
Queensland – Blue Card Services	https://www.qld.gov.au/jobs/blue-card-services
New South Wales – Working with Children Check	https://ocg.nsw.gov.au/working-children-check
New South Wales – Service NSW Working with Children services	https://www.service.nsw.gov.au/services/working-with-children
Victoria – Working with Children Check	https://service.vic.gov.au/services/working-with-children
Western Australia and Indian Ocean Territories – Working with Children Check	https://www.wa.gov.au/organisation/departments-of-communities/working-children-check
Tasmania – Registration to Work with Vulnerable People	https://www.justice.tas.gov.au/rwvp
Tasmania – Service Tasmania application information	https://www.service.tas.gov.au/services/education-and-skills/working-with-vulnerable-people-including-children/apply-for-registration-to-work-with-vulnerable-people/
South Australia – Screening checks	https://www.sa.gov.au/topics/rights-and-law/rights-and-responsibilities/screening-checks/screening-wwcc
Northern Territory – SAFE NT	https://forms.pfes.nt.gov.au/safent/
Australian Capital Territory and Jervis Bay – Working with Vulnerable People registration	https://www.accesscanberra.act.gov.au/business-and-work/working-with-vulnerable-people/apply-for-or-renew-a-wwvp-registration