



## Who needs a blue card now?

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People who work or volunteer with children may need to hold a blue card.

The blue card application and assessment process is regulated under the *Working with Children Check Act 2000* (Qld) (**WWCC Act**).

The WWCC Act was recently amended. The amendments included changes to the industries and professions in which a person will generally need to hold a blue card, unless an exception applies.

### What type of individuals now need to hold a blue card?

Whether or not a person needs to hold a blue card depends on whether their work or activities are designated as “*regulated employment*”, or the business they carry on is designated as a “*regulated business*” under [Schedule 1](#) of the WWCC Act.

Starting from **20 September 2025**, people who are employed or working in, or carrying on a business in, the following industries may need to hold a blue card:

- **Providing services inside a school** — where employment or activities are located in an area of a school where children are being educated and cared for, or that is accessible to children, during a time when children are usually present (even if the person is not a teacher) (Schedule 1, sections 3 and 18C).

However, an exception may apply if the employment or activities are not directed towards children and by nature do not involve access to children other than incidental contact.

- **Providing justice and detention services** — where employment or activities involve services at a youth detention centre or supervising or monitoring a child’s compliance with orders made by a court under the *Youth Justice Act 1992* (Qld) (Schedule 1, sections 4B and 18B).
- **Churches, clubs and associations** — where a person makes decisions about children as a member of an executive committee that manages the affairs of a church, club or association relating to children (Schedule 1, section 5).
- **Legal support services** — where employment or activities involve providing legal support services to a child, including if a person is an Australian lawyer (Schedule 1, sections 6 and 16).

- **Overnight camps or excursions** — where employment or activities involve providing accommodation for children, including providing services or conducting activities at an overnight camp or excursion for children (Schedule 1, sections 9 and 21).

However, an exception may apply if the employment or activities are not directed towards children and by nature do not involve access to children other than incidental contact.

- **Gyms and play facilities** — where employment or activities involve providing services directed mainly towards children, or conducting activities mainly involving children, at gyms and play facilities (Schedule 1, section 11(1)(b) and 22(1)(b)).

However, an exception may apply if the employment or activities are limited to providing food, drinks or equipment, and there is no further contact with children.

- **Entertainment services** — where employment or activities involve providing entertainment or party services directed mainly towards children (Schedule 1, sections 11A and 22A).

However, an exception may apply if the employment or activities are limited to providing food, drinks or equipment, and there is no further contact with children.

- **Beauty or talent programs and photography services** — where employment or activities involve providing a beauty or talent program, or a photography service where either is directed mainly towards, or conducts activities mainly involving, children (Schedule 1, sections 11A and 22A).

- **Employment at an amusement park** — there is no longer an exemption for employees at an amusement park (Schedule 1, sections 11(1) and 11A).

Under the amended WWCC Act, a parent who provides services on a voluntary basis to children including their own child will, generally, not require a blue card (section 156(4)-(6) WWCC Act). However, the person will still need a blue card if the service or activity:

- Includes an overnight camp or excursion for children; or
- Is likely to include “*close personal contact*” with the child of another person, such as helping with bathing, going to the bathroom, or getting dressed).

Refer to [Schedule 1](#) WWCC Act for further information about who needs to hold a blue card.

### Unsure if your job or is regulated employment?

Schedule 1 sets out types of regulated employment. You’ll need to check your category for the requirements, however whether or not employment is ‘regulated employment’ involves a consideration of whether contact with children, or working in a place where you might encounter children is a “usual function” of the employment. ‘Employment’ includes volunteering and unpaid work in this context.

### How long do I have to get a blue card?

If commencing regulated employment **after 20 September 2025**, the ‘no card, no start’ rule applies and you will not be able to commence employment without a blue card.

If you were working in the role **before 20 September 2025**, you may have a grace period to comply. The below table sets out the category of regulated employment and regulated business as the applicable grace period.

Category of regulated employment or business	Grace period
Justice and detention services	No grace period – blue card required from 20 September 2025.
Education services and activities conducted inside a school	6 months – blue card required from 20 March 2026.
Entertainment, beauty and photography	6 months
Amusement parks	12 months – blue card required from 20 September 2026.
Lawyer and legal services	12 months – blue card required from 20 September 2026.
Overnight camps or excursions	6 months – blue card required from 20 March 2026.
Gyms and play facilities	6 months – blue card required from 20 March 2026.

## Who can I contact if I am unsure of the requirements relating to my employment or business?

If you are an **employee**, you should firstly check with your supervisor.

If you are **carrying on a business**, you could check with Blue Card Services or seek legal advice.

If you are **unsure or you think your employer is incorrect** in their assessment of your role as regulated employment, you should seek legal advice.

## Where can I get legal advice?

If you can afford to speak with a lawyer, you can search for a solicitor via the Queensland Law Society's You and the Law webpage [www.youandthelaw.com.au](http://www.youandthelaw.com.au)

If you are unable to pay for a lawyer, you can search for a community legal service via [www.communitylegalqld.org.au](http://www.communitylegalqld.org.au)

**For more resources, visit [LawRight's Blue Card factsheets page online](#).**

*This resource was funded by a grant from the  
Community Legal Education Collaboration Fund*

Last updated: 30 June 2026