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Queensland Blue Cards and Risk Management Strategies

From January 2006, it has been a requirement that regulated businesses and employers of persons in regulated employment under the *Commission for Children and Young People and Child Guardian Act 2000 (Qld)* ("Blue Card legislation") develop and implement a written risk management strategy.

A Regulation has now been made which commences on 1 January 2007, which sets out the minimum requirements of the risk management strategy.

From 1 January 2007, the risk management strategy of an operator relating to regulated employment or a regulated business must include the following matters:

- (a) a statement about commitment to the safety and wellbeing of children and the protection of children from harm;
- (b) a code of conduct for interacting with children and young people;
- (c) procedures for recruiting, selecting, training and managing persons engaged or proposed to be engaged by the operator, as the procedures relate to the safety and wellbeing of children and the protection of children from harm;
- (d) policies and procedures for handling disclosures or suspicions of harm, including reporting guidelines;
- (e) a plan for managing breaches of the risk management strategy;

Page 1 of 3

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- (f) policies and procedures for compliance with part 6 of the Blue Card legislation, including:
 - (i) implementing and reviewing the risk managing strategy; and
 - (ii) keeping a written record, in relation to matters under part 6, about each person engaged by the operator, for example:
 - (A) whether or not the operator considers the operator must apply for a Blue Card for the person; and
 - (B) whether or not an application for a Blue Card has been made by the operator about the person; and
 - (C) if a Blue Card has been issued for the person – the date of expiry of the Blue Card;
- (g) risk management plans for high risk activities and special events;
- (h) strategies for communications and support, including:
 - (i) written information for parents and persons engaged by the operator that includes details of the operator's risk management strategy or where the strategy can be accessed; and
 - (ii) training materials for persons engaged by the operator to:
 - (A) help identify risks of harm and how to handle disclosures or suspicions of harm; and
 - (B) outline the operator's risk management strategy.

We urge all employers employing people in regulated employment, and all those carrying on a regulated business, to review their current risk management strategies to ensure they comply with the new Regulation.



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Should you wish to discuss any of the above in more detail or require assistance in determining how these changes may affect you, please do not hesitate to contact us.

If you would like to be removed from our mailing list, just ask us.

Specific Advice

This publication contains general information only. It should not be taken as advice, as there will be specific issues to be taken into account in relation to your situation. Just ask us.

Page 3 of 3

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