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Compulsory Child Protection Risk Management Strategies (Qld) by January 2006

Are you an employer of persons in employment that is "regulated employment" under the Blue Card Legislation? i.e. Do you employ persons who, by the nature of their employment, are required to hold a Blue Card? Employment could be on a paid or voluntary basis. If you are such an employer, then new legislation that came into force in January 2005 requires you to put in place a Risk Management Strategy by 16 January 2006. The strategy must be in writing, and must be implemented on an annual basis.

The purpose of the Risk Management Strategy is to implement employment practices and procedures to promote the well-being of children affected by the employment and to protect such children from harm.

The need for risk management strategies is a reminder that employment screening (the obtaining of a blue card) alone, is not a guarantee of a person's safety around children. The fact that the lawmakers have made such a strategy a legal requirement (with a penalty for non-compliance) is testimony to the high priority being given to child protection issues at this time.

The legislation provides that the strategy should cater for the following types of employees:

- a person who has commenced employment pending the outcome of their Blue Card application;
- a Blue Card holder;

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- a person working in regulated employment who is not required to hold a blue card (e.g. a parent involved in regulated employment in which their own child is a participant);
- a person the employer has been advised is undergoing reassessment by the Commissioner for Children.

The Commission for Children runs a risk management strategy workshop. See their website www.childcomm.qld.gov.au for more information.

Most churches and child-focused organisations will already have such policies and strategies in place. If not, the deadline of 16 January is fast approaching, and the development and implementation of such a strategy should receive urgent attention. If we can assist you further, please contact us.

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.

Not for Profit LawPacks

We draw your attention to our new Not for Profit LawPacks:

[Maximising your Giving via a Discretionary Trust LawPack](#) - \$33.00

A must read for those who give regularly and have income from sources other than salary and wages.

Doubling current giving is possible for many. Recommend it to your donor base.

[Personal Asset Protection Health Check \(for those involved in leadership of Not for Profit organisations\) LawPack](#) - \$19.95

This should be completed annually by all those involved in leadership of Not-for-Profits.



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It will take about as long as a trip to your GP and could save your house.

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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.

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