

No Card? No Start

Disability Worker Screening

Introduction of disability worker screening in Queensland

From 1 February 2021 Queensland will commence the new disability worker screening system. The new screening checks will determine whether a person is cleared or excluded from working in certain roles with people with disability. The paramount consideration is the right of people with disability to live their lives free from abuse, violence, neglect or exploitation.

'No card, no start' – changes to disability worker screening in QLD

Queensland has passed legislation to support a 'no card, no start' approach to disability worker screening from 1 February 2021. This means that people who are required to be screened must have a clearance before they can start work.

This is consistent with the reforms in the blue card system and is designed to increase safeguards for people with disability who receive government funded supports and services.

When does 'no card, no start' apply?

NDIS work

Workers who are engaged by an NDIS registered provider in a risk assessed role must have a clearance before they can start work. Risk assessed roles include:

- Key personnel roles with a registered service provider delivering NDIS supports or services.
- Those directly delivering NDIS supports or services.
- Roles where workers have more than incidental contact with a person with disability.

The following workers are not subject to 'no card, no start' and can begin work after their application is lodged:

- Workers in non-risk assessed roles engaged by registered providers.
- Workers engaged by unregistered providers.

Employers are responsible for providing advice to employees about when they can start work, depending on the role they will be performing.

State-funded disability work

Workers providing state-funded disability services and supports cannot start working until they have been issued with a clearance.

Are there arrangements for people who applied for a yellow card or yellow card exemption before 1 February 2021 to keep working?

Any paid worker who has a yellow card or yellow card exemption application that is pending on 1 February 2021 can continue to work while we process the transitioned application.

Under the current requirements in the *Disability Services Act 2006*, sole traders and volunteers must wait until they have a yellow card to start working. This continues to apply.

Already have a yellow card or yellow card exemption?

Workers who already have a valid yellow card or yellow card exemption won't need to get an NDIS worker screening check straight away. These workers can keep using their existing card until it expires or is cancelled.

The next application must be lodged before the card expires to continue to work while the application is in progress. An application is considered 'lodged' when the form is completed, payment has been made (if applicable) and an employer has verified engagement of the worker.

Need help?

The easiest and quickest way to get help is by reading through our detailed fact sheets and user guides or accessing the [Worker Screening website](#).

If you can't find the information you need through the available resources, you can contact:

- Queensland Worker Screening Unit: email workerscreening@communities.qld.gov.au or phone 1800 183 690
- NDIS Commission: 1800 035 544

