

Memo

People and Culture Directorate

Ref: NSHD/23/86946

TO	NSLHD Security Officers
CC	District Security Services, General Managers, Service Directors, Corporate Services Managers, Security Managers
FROM	Paula Willisroft, Director People and Culture
SUBJECT	Working with Children Check – Security Officers
DATE	25 September 2023

Dear Colleagues

I write to advise of proposed changes for all Security Officers licenced under the NSW Security Industry Act 1997 at NSLHD, to comply with the Child Protection (Working with Children) Act 2012.

The Security Officer roles at NSLHD meet the definition of child-related work as stipulated in the Child Protection (Working with Children) Act 2012, as described in the below extract:

- (1) *A worker is engaged in child-related work for the purposes of this Act if—*
 - (a) *the worker is engaged in work referred to in subsection (2) that involves direct contact by the worker with a child or children and that contact is a usual part of and more than incidental to the work*
- (2) *The work referred to is work for, or in connection with, any of the following that is declared*
 - by the regulations to be child-related work—*
 - (c) *children’s health services*
the provision of health care in wards of hospitals where children are treated and
the direct provision of other child health services

This reclassification has the effect that all security officers employed will be required to obtain and maintain a valid Working with Children Check (WWCC) in order to remain employed and to comply with the Child Protection (Working with Children) Act 2012.

It is proposed that all existing Security employees be granted until 31 December 2023 to provide a valid WWCC to continue in unaffected employment as a Security Officer licenced under the NSW Security Industry Act 1997 at NSLHD. The proposed timeframe allows adequate time for the lodgement and outcome of WWCC applications, which involves a National Police Check. Please note that results of a National Police Check can take up to 4 weeks to be received.

The proposed timeframe also provides opportunity to gather the identification documents required to complete the application, as well as make any plans to fund the \$80 application fee. Please note that deductions for the cost of a working with children check can be claimed in your income tax return at the end of the financial year.

For more information on the Working With Children Check, including information on how to apply, please visit <https://www.service.nsw.gov.au/transaction/apply-for-a-working-with-children-check>

A copy of this memo has been issued to the Health Services Union (HSU).

A one-week consultation period will now occur between Monday 25 September to Sunday 1 October. During this time, should you wish to raise any questions, I can be contacted at Paula.Williscroft@health.nsw.gov.au or on 0476 838 910. Alternatively, if you wish to arrange a meeting, please contact my Executive Officer Hayley Johnson at Hayley.Johnson1@health.nsw.gov.au

Following this date, any changes made as a result of consultation feedback will be submitted back for final approval by the Chief Executive and the implementation period will commence, including writing to staff to formally advise of the requirement to provide WWCC.

You may wish to access NSLHD's internal free and confidential Employee Assistance Program (EAP) on 02 9462 9299 for support, or for free and confidential EAP provided by PeopleSense on 1300 307 912 for support.

Warm regards



Paula Williscroft
Director People and Culture