

Child Employment Guide

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The purpose of the *Child Employment Act 2006* (the Act) and the *Child Employment Regulation 2016* (the Regulation) is to safeguard all children (those under 18 years of age) working in Queensland. The legislation came into effect as from 1 July 2006.

The legislation aims to safeguard children from being required to perform work that may be harmful to their health or safety, or physical, mental, moral or social welfare.

The legislation is also designed to ensure that work does not interfere with a child’s education, particularly for the period when the child is required to be at school. Therefore, the bulk of the Act and Regulation relate to school-aged children.

In recognition of the unique requirements of work in the entertainment industry, this industry is exempt from some of the general provisions that apply to children working in other industries. Instead, conditions specific to the entertainment industry form part of the legislation. The provisions covering the entertainment industry took effect as of 1 January 2007.

This Child Employment Guide is divided into three parts:

- [Part 1 - Provisions applying to all industries](#)
- [Part 2 - Other than the entertainment industry – specific provisions](#)
- [Part 3 - Entertainment industry – specific provisions.](#)

Part 1 – Provisions applying to all industries

A copy of this guide must be displayed at the workplace so that it can be easily accessed and read by any school-aged or young child employed there.

The following provisions apply to all industries employing children i.e. under 18 years of age.

Definitions

Work

As defined in the *Child Employment Act 2006* (the Act) and the *Child Employment Regulation 2016* (the Regulation), ‘work’ includes:

- work performed under a contract of service
- work that is carried out for labour only or substantially labour only
- work that is performed under piecework rate arrangements
- work that includes the supervision of other workers
- participating or assisting in a business carried on for profit
- unpaid or voluntary work.

‘Work’ does not include:

- genuine independent subcontracting arrangements
- domestic chores (deliberately excluded from the definition of work in recognition of the differences between true work and activities performed as a chore or a family obligation)
- collections work (e.g. for charitable organisations)
- work that is part of work experience, an apprenticeship or a traineeship.

Note: certain prohibitions (relating to nudity, social escort and inappropriate roles and situations) still apply to a child who is working as part of work experience, an apprenticeship or traineeship. Apprentices and trainees are also protected by particular provisions relating to employment conditions and dismissal by constitutional corporations.

Refer to [Part 3](#) of this guide for additional information specific to the entertainment industry.

School-aged child

A school-aged child is a child who is under 16 years of age and is required to be enrolled at a school.

A child who is below the age of 16 years is not a school-aged child if:

- the child has completed compulsory schooling (i.e. completion of year 10)
- for any other reason is not required to be enrolled at a school.

For more information on when a child is required to be enrolled at a school refer to the *Education (General Provisions) Act 2006*.

Young child

A young child means a child who is not yet of compulsory school age under the *Education (General Provisions) Act 2006*.

While it is not envisaged that there will be many instances where young children (including a child under 12 weeks of age) will work, there are occasions where this could happen, e.g. young children working in the entertainment industry – refer to [Part 3](#) of this guide.

Parent

A parent is any of the following persons:

- the child’s mother
- the child’s father
- a person who exercises parental responsibility for the child.

However, a person standing in the place of a parent of a child on a temporary basis is not a parent of the child.

A parent of an Aboriginal or Torres Strait Islander child includes a person who, under Aboriginal tradition or Island custom, is regarded as a parent of the child.

Where a person has been granted guardianship under the *Child Protection Act 1999*, or where a person has been granted parental responsibility through a decision of a Federal or State court, then that person is considered to be the only parent of the child. In these cases, no other person, including the child’s biological parent, would be regarded as the child’s parent under this Act.

Family business

A family business is a business wholly owned by a close relative of the child.

Close relative of a child means an adult who is:

- a parent of the child
- grandparent of the child
- aunt or uncle of the child
- sibling of the child including half brother or half sister, or stepbrother or stepsister.

Family businesses are exempt from the maximum hours, prohibited hours and break requirements imposed under the Act.

A parent’s consent form is required except where the employer is the parent.

Authority to work

It is an offence for an employer to require or permit a school-aged or young child to perform work:

- unless the employer has a parent’s consent form
- when the child is required to attend school.

If a school-aged child does not have a parent or if the child is living independently from their parent, the child can apply for a [special circumstances certificate](#). This certificate authorises the child to work when not required to attend school.

Parent's consent form

A parent's consent form is required to be completed before a school-aged or young child can perform work. The parent's consent form must be the form approved under the Act. A copy of the form is available at www.business.qld.gov.au.

The form must contain the following details:

- child's name
- child's date of birth
- prospective employer's name
- name of any other employer of the child
- hours the child works for any other employer
- parent's name, address and contact details
- emergency contact details other than parent/guardian
- name and contact details of the child's school or education provider
- when the child is required to attend school (including where alternative education arrangements are in place. For example, distance education or home-schooling.)
- statement that the parent consents to the child performing work
- signature of a parent.

By signing the consent form, a parent gives consent to their child working within the restrictions set by the legislation and provides information about when the child is required to be at school. After completion, the form must be given to the child's employer. The employer is required to keep the form and ensure that the child is not required or permitted to work during the hours when the child is required to attend school as stated on the form.

Completion of the parent's consent form is not necessary if the employer is the parent of a school-aged or young child.

Parents' responsibility

A parent:

- must provide a Parent's consent form to the child's employer before employment can occur
- must inform the child's employer if their school hours change. A new Parent's consent form should be completed and given to the child's employer within 14 days of the hours changing
- must be present if the child is under 12 weeks
- must not allow the child to work when the child is required to attend school.

Special circumstances certificate

In recognition that individual circumstances may make it necessary for work to be done that does not comply with the requirements and restrictions in the Act and Regulation, a special circumstances certificate may authorise work to be done:

- that the Regulation states a child may not do
- in a way that the Regulation states a child may not work
- at a time when the Regulation states a child may not work
- without appropriate supervision by an adult
- by a school-aged child without having a parent's consent form (if that child does not have a parent or lives independently from his or her parents).

For example, a special circumstance certificate may be approved for work to be performed during school hours or in excess of the maximum allowable hours per day.

An application for a special circumstance certificate must be made at least 21 days before the certificate is needed.

However, a special circumstances certificate will only be granted where the Chief Executive of the Office of Industrial Relations believes that the work will not interfere with the child's schooling or will not be harmful to their health or safety or their physical, mental, moral or social development.

A special circumstances certificate can also be applied for by a school-aged child who has no parents or is living independently of their parents. In such cases the special circumstances certificate would serve as an authority (in lieu of a parent's consent form) for an employer to employ the child outside the hours the child is required to attend school.

An application for a special circumstances certificate may be made by the child or an adult on the child's behalf. The application must be supported by the child and by the child's employer or proposed employer.

Chief executive may prohibit or limit the work a child may do

The chief executive may issue a work limitation notice for a particular child or a particular employer. The work limitation notice may prohibit or impose limitations on work.

The chief executive may issue a work limitation notice if they believe work:

- may interfere with the schooling of a child or children
- may be harmful to the health or safety or physical, mental, moral or social development of a child.

The chief executive may issue a work limitation notice on application or on the chief executive's own initiative.

The Act provides additional requirements of the chief executive regarding the issuing of limitation notices.

Conditions applying to all children under 18 years of age

Certain conditions of employment apply to all children (i.e. anyone below the age of 18 years) working in any industry. These conditions apply whether the work is paid, unpaid, voluntary or for a family business. These conditions include prohibitions upon requiring or permitting children to work while nude or dressed in a sexually provocative manner, as a social escort or in inappropriate roles or situations.

Employers' duties with respect to contacting parents, safeguarding children and record keeping requirements apply to all children at work in any industry.

Prohibition on nudity and sexually provocative clothing

An employer must not require or permit a child under the age of 18 years to work:

- while the child is nude
- while the child is clothed or covered in another way so the child's sexual organs or anus are visible
- if the child is a female of five years or older, while her breasts are visible.

This prohibition does not apply to work in the entertainment industry if the child is under 12 months and:

- a parent of the child (who is not the employer of the child) has given written consent to the child working while nude or clothed or covered in another way so the child's sexual organs or anus are visible
- a parent of the child is present while such work is being performed.

Prohibition on work as a social escort

An employer must not require or permit a child to work as a social escort as defined in the *Prostitution Act 1999*, schedule 4.

Prohibition on inappropriate roles and situations

In any written parental consent, the parent will need to specify the state of undress of the child or other person present while the work to which the parent is consenting is being carried out. For example, if a person is to be clothed in such a way that their breasts are visible, the parent would give consent for the child to be present for this. The consent form does not give blanket consent for the child to be present when a person is in any state of undress. The child may only be present for those activities specified in writing by the parent.

An employer must not require or permit a child to work in a role or situation that is inappropriate for the child, having regard to the child's age, emotional and psychological development, maturity and sensitivity.

Examples of such inappropriate roles and situations in which a child may not work include (but are not limited to):

- exposure to scenes or situations that are likely to distress or embarrass the child
- distressing the child to obtain a more realistic depiction of a particular emotional reaction
- the child performing an act of an explicit sexual nature or being present in an area while another person performs an act of an explicit sexual nature
- the child being present while another person is nude or clothed or covered in another way so the person's sexual organs or anus are visible or if the person is a female of at least five years, while the person's breasts are visible. This prohibition does not apply if the child is under 12 months and:
 - a parent of the child (who is not the employer of the child) has given written consent to the child being present while the other person is nude or clothed or covered in another way so the person's sexual organs or anus are visible
 - a parent of the child is present while the child is present while the other person is nude or clothed or covered in another way described above.

Contacting a parent

If while at work a child is injured or becomes ill to an extent that the child can no longer work, the employer must take all reasonable steps to contact the child's parent.

The employer is also obliged to take reasonable measures to ensure that the child is able to contact a parent while at work and allow the child to do so in reasonable circumstances.

Protect children against harm

An employer must take reasonable steps to ensure that while a child is at work the child is not subjected to deliberate or unnecessary social isolation, or any other behaviour likely to intimidate, threaten, frighten or humiliate the child.

Provide training

Employers must give age-appropriate induction training to all children working for them.

The Working with Children Check

The Working with Children Check applies to certain child related service environments.

Further information about risk management or the blue card requirements can be accessed at www.bluecard.qld.gov.au or by telephoning the Blue Card Contact Centre on **(07) 3211 6999** or **1800 113 611**.

Record keeping

Any employer of a child is required to keep certain basic employment records. Records that must be kept include:

- the employer's full name, address and phone number
- the address of the child's workplace
- the child's full name, date of birth and address
- the parent of the child's name, address and contact details
- the name, address, contact details of a person who the child's parent nominates as being responsible for the child if the child's parent cannot be contacted
- the nature of work that the child is required to perform
- a copy of any special circumstances certificate or work limitation notice relevant to the child's employment.

If the child is a school-aged or young child the employer is also required to keep particulars of the work done by the child including:

- the number of hours worked by the child during each day and week
- the days and times at which the child started and finished work
- the details of rest periods and meal breaks
- a copy of any of the following relevant to the child's employment
 - special circumstances certificate
 - work limitation notice
 - parent's consent form for the child.

If the child is not a school-aged or young child (i.e. over 16 or has completed year 10) the employer is required to keep a copy of an identification document issued under an Act or by the child's school showing the child's date of birth. Examples include passport, birth certificate, school identification card.

Retention of records

Records are required to be kept for a minimum of two years. They must be kept in Queensland at the employer's place of business.

An employer may be required to retain certain records for longer than two years under other legislation.

Enforcement

Enforcement of child employment laws will be carried out by inspectors. The Act describes the functions and powers of inspectors, including monitoring compliance, investigating and dealing with alleged contraventions and informing children, parents and employers of their rights and obligations.

To carry out their duties inspectors are given legal powers which includes the power to enter workplaces and inspect records required to be kept under the Act and Regulation.

Infringement notices

An infringement notice (sometimes called an ‘on-the-spot fine’) may be issued for child employment offences.

A person issued with an infringement notice may elect to have the matter heard in the Industrial Magistrates Court.

Proceedings for offences

Any person who does not comply with the Act or the Regulation may be prosecuted in an Industrial Magistrates Court. Maximum fines for non-compliance are prescribed in the Act and the Regulation.

Appeals

Appeal from decisions of the chief executive

A person who is dissatisfied with a decision of the chief executive about a special circumstances certificate or work limitation notice may appeal the decision to the Queensland Industrial Relations Commission (QIRC).

Appeals must be commenced within 21 days of a person being given an information notice about a decision or otherwise being notified of a decision unless the QIRC allows for an extension of time.

Appeal from decision of an Industrial Magistrates Court

A person dissatisfied with a decision of the Industrial Magistrates Court in relation to offences against this Act may appeal to the Industrial Court of Queensland.

Part 2 – Other than the entertainment industry – specific provisions

A copy of this guide must be displayed at the workplace so that it can be easily accessed and read by any school-aged or young child employed there.

In addition to the provisions provided in [Part 1](#) of this guide, the following specific provisions apply to industries other than the entertainment industry.

Conditions applying to school-aged or young children

Minimum age

Generally, an employer must not require or permit a child under 13 years to do any work.

However, a child of any age may do volunteer work or work in the entertainment industry.

Also, a child who is at least 11 years may do supervised delivery work of newspapers, advertising material or other similar things.

Prohibited hours

An employer must not require or permit a school-aged child to perform work during school hours when the child is required to attend school (see section 11 of the Act).

The below table sets out additional prohibited hours under the legislation.

Application	Prohibited hours
School-aged and young children	Between 10pm and 6am
Children aged 11 or 12 years may not do delivery work	Between 6pm and 6am

Maximum hours of work

The following table sets out the maximum allowable hours for school-aged and young children under the legislation.

	On a school day	On a non-school day	During a school week	During a non-school week
School-aged child	4	8	12	38
Young child	N/A	4	N/A	12

A school week means a week starting on a Sunday when the child is required to attend school on any day of that week.

For the purposes of calculating the hours worked by a school-aged or young child during a particular period, the hours worked by the child for any employer (if more than one employer) during the period must be counted.

Shifts and breaks

Unless an industrial instrument (award or certified agreement) provides otherwise, a school-aged or young child must:

- not work more than one shift on a single day
- be given at least a one hour break after the end of the fourth hour.

The below table sets out the shift and break requirements under the legislation.

Shifts per day	Break during shift	Break between shifts
1	1 hour after the end of the fourth hour	12 hours

Supervision

An employer must ensure a child is appropriately supervised by an adult.

The Regulation provides that school-aged or young children must be appropriately supervised by an adult and must have an adult near to, and in regular contact, with the child when performing:

- delivery work
- work that involves the exchange of money.

Part 3 – Entertainment industry – specific provisions

A copy of this guide must be displayed at the workplace so that it can be easily accessed and read by any school-aged or young child employed there.

In addition to the provisions provided in [Part 1](#) of this guide, the following specific provisions apply to the entertainment industry employing children i.e. under 18 years of age.

Work in the entertainment industry has no minimum age restriction, however, to ensure the protection of young children greater supervisory conditions are specified.

Restricted hours for school-aged and young children according to various age groupings are divided into two categories:

- recorded entertainment
- live entertainment.

Employer obligations specific to this industry include, but are not limited to the following:

- collection and travel arrangements
- food and drink
- provision of amenities
- the provision of accommodation.

Definitions

Children under 12 weeks

The legislation provides additional restrictions on employment of children working under 12 weeks of age.

Work in the entertainment industry

In addition to the provisions provided in [Part 1](#) of this guide, the following applies to the entertainment industry.

Work in the entertainment industry involves:

- performance work, for example
 - acting
 - appearing in promotional events
 - dancing
 - doing voice-overs
- modelling, including photographic modelling
- playing a musical instrument
- singing.

Work in the entertainment industry does not include work done by a person whose duties are not normally related to performing, for example front of house or backstage is not considered work in the entertainment industry for the purposes of this Regulation. Such work is covered by the general provisions that apply to other industries.

Work considered entertainment

The Regulation has broken entertainment into the two categories of live and recorded entertainment. Live entertainment includes:

- theatre
- musical theatre
- opera
- circus entertainment
- fashion parades
- performances in shopping centres
- promotional events.

Recorded entertainment includes:

- film or a similar production
- television
- advertising
- radio
- photographic modelling
- performances recorded only for use in later entertainment or a later exhibition
- any other entertainment that is not live entertainment.

Parent's consent form

In addition to the requirements for all industries, when working in the entertainment industry, the hours the child is required to attend school includes any hours the child is required to participate in an external program under the *Education (General Provisions) Act 2006*. An external program includes a flexible arrangement such as being tutored on set, at home or through a distance education program. Also included, is any informal arrangement entered into between the child and the school the child attends.

Conditions applying to school-aged or young children

Age restrictions

There is no minimum age imposed on children working in the entertainment industry.

Maximum hours of work

An employer must not require or permit a school-aged child to perform work during school hours when the child is required to attend school.

The below tables set out the hours prescribed for school-aged or young children in either recorded or live entertainment.

Recorded entertainment permitted working hours

Age	Hours during which school-aged or young child may work	Maximum working hours a day	Maximum number of days of work in the previous 7 days
Under 3 years	6am to 6pm	4	3
3 years to 7 years	6am to 11pm	6	4
8 years to 15 years	6am to 11pm	8	5

Live entertainment permitted working hours

Age	Hours during which school-aged or young child may work	Maximum working hours a day	Maximum number of days of work in the previous 7 days
Under 2 years	6am to 6pm	4	1
2 years to 5 years	6am to 11pm	4	3
6 years to 9 years	9am to 10pm	4	4
10 years and 11 years	9am to 11pm	6	4
12 years to 15 years	9am to 11pm	8	4

Shifts

A child may only work one shift per day, unless the shift was interrupted once to enable the child to attend school.

Breaks

One hour break

A child is entitled to a minimum one hour break under the following circumstances:

- by 1pm if the child started work between 8am and 10am that day
- after the fifth consecutive hour of work, if they started work before 8am.

10 minute break

Children under 13 years must be given at least 10 minutes paid rest period at the end of each 50 minutes worked, unless the child is starting a one hour break referred to above.

12 hour break between shifts

A child is entitled to a 12 hour break between finishing work on one day and starting work on the next day. The purpose of this break is to ensure that the child has adequate time for rest, leisure, education or to fulfil any other non-work obligations. Therefore, the child should not work with any employer during this break.

Prohibited hours

Work during school hours

An employer must not require or permit a school-aged child to perform work during school hours when the child is required to attend school (see section 11 of the Act).

Maximum of four hours work per day on a school day

A child may not work for more than four hours on a day the child is required to attend school for at least three hours.

9pm restriction in recorded entertainment

A child may not work later than 9pm in recorded entertainment if the child must attend school before 9am the next day.

40 hour week

During a seven day period the total of the following activities must not exceed 40 hours:

- any hours the child works for any employer
- the hours the child is required to attend school, including any hours the child is required to participate in an external program under the *Education (General Provisions) Act 2006*. An external program includes being tutored on set, at home or through a distance education program.

Activities recognised as work for the purposes of calculating hours worked

For calculating the total hours a child has worked, each of the following must be counted:

- any time beyond 45 minutes spent by the child in travelling from the child's home to the place of work
- any time beyond 45 minutes spent by the child in travelling from the final place of work for the day to the child's home
- where the employer is responsible for bringing the child to work, any time between the child's arrival at the place of work and the child starting work
- where the employer is responsible for taking the child home from work, any time between the child's finishing work and the start of the child's journey home from work.

In effect, for the purposes of determining the total number of hours worked, all of the time the child is at work is counted excluding the one-hour break.

Supervision

Supervision of children under six years of age

Children under six years may be supervised by:

- a parent
- a person who holds a certificate III level education and care qualification or approved diploma level education and care qualification under the *Education and Care Services Regulation 2013*
- a registered nurse
- a midwife.

Supervision of children aged six years to 15 years

Children six years to 15 years may be supervised by

- a parent
- a person who holds a certificate III level education and care qualification or approved diploma level education and care qualification under the *Education and Care Services Regulation 2013*.

Ratios of supervisors to children

The child must be directly supervised. The ratio is prescribed as follows:

- one supervisor for up to two children under three years
- one supervisor for up to four children who are at least 3 years old but not yet school-aged
- one supervisor for up to eight school-aged children.

For example, in calculating the number of supervisors needed, if an employer employed three children under three years of age at least two supervisors would be required.

Conditions applying to children under 12 weeks of age

The Regulation imposes additional restrictions when a child under 12 weeks of age is employed. While some restrictions apply regardless of the length of time the child is employed, others vary depending on whether the child is employed for more or less than one hour per day.

A child may only be employed if a parent of the child is present at all times.

A child must not be exposed to:

- harmful lights
- cosmetics that may cause irritation or be contaminated
- or touched by a person who has a contagious medical condition.

Where a child is employed for one hour or less on a single day

The parent must satisfy the employer that:

- the child was born at full term and in good health
- the child's birth weight was at least 3 kilograms
- the child has not had a health problem since birth
- the child is feeding properly
- the child's weight gain from birth has been satisfactory.

Where a child is employed for more than one hour on a single day

A parent and a midwife or registered nurse must be present at all times.

An employer must not employ a child for more than one hour on a single day unless the employer has received advice from a registered nurse or midwife:

- that the child is suitable to perform the work
- that the work environment is unlikely to distress the child.

Other conditions

Child employment guide

An employer must ensure the parent of a child is given information about the child employment guide and if requested, a copy of the guide.

Collection of child and travel home

Employers must take reasonable measures to ensure that children are collected from work by a parent of the child or another person authorised in writing by the parent. However, if the child is at least 13 years the child can travel alone if:

- the child lives within 10 kilometres from the place of employment and can be home by 6pm
- the child's parent has given written consent and the child can be home before 8.30pm.

If the child is to travel home alone, the employer is obliged to take steps to ensure that the child starts the trip within 30 minutes of finishing work for the day.

'Home' means the place where the child lives.

Food and drink

The employer is required to provide safe drinking water and appropriate and nutritious food and beverages to the children working for the employer. When catering for children consideration should be given to the child's age, taste and any cultural or dietary requirements that the child may have. For example, while adults may enjoy curry for lunch, children may not.

The employer is required to make the food available at reasonable times, which would include during meal breaks and breaks for morning and afternoon tea.

Protection from weather

The employer is obliged to ensure that children are suitably clothed and otherwise protected from injury or illness that may be caused by the weather.

Facilities for dressing and undressing

The employer must provide facilities that allow a child to dress and undress in private while at work. This includes while on set or location.

Rest facilities and recreation materials

The employer must provide rest facilities and recreation materials for children while at work. The facilities and materials should be suitable to the age and the requirements of the children employed.

Illness or injury

In addition to the standard employer obligations regarding contacting parents in the case of illness or injury specific provisions apply to school-aged and young children working in this industry. These include:

- an employer must not permit children to work if they are unfit for work due to illness or injury
- if they are carrying or have been exposed to a contagious medical condition that may risk the health of another person.

For a child who is not yet of school-age and becomes ill or is injured at work or has been exposed to a contagious medical condition, the employer must notify:

- a parent
- another person nominated by the parent.

Access for parents

The employer must permit a parent to be at the workplace at all times while the child is at the workplace. The exception to this is:

- if the exclusion of the parent is for a limited time and is to protect the health and safety of a person in the workplace
- if the parents' presence would cause disruption to the production. For instance, a parent may be excluded temporarily during the filming of a special effects scene.

This exception does not apply where a child is nude or partially clothed or in the vicinity of another person who is nude or partially clothed. In such cases a parent must be present the entire time.

Accommodation

If the child is required to spend time away from home because of work commitments, the employer must provide the child and, if the parent so desires, the parent, with appropriate accommodation while they are away.

Engaging teachers

Where an arrangement has been approved under the *Education (General Provisions) Act 2006* for a program to be provided by a registered teacher during the hours when a child is to work for an employer, the employer must:

- engage a qualified teacher to provide the program during the hours
- provide an area and facilities that the qualified teacher reasonably considers are needed to provide the program.

Record keeping

The employer must keep additional records about the child that include the following information:

- particulars of any medical conditions or allergies suffered by the child
- particulars of any medical needs of the child
- particulars of any dietary needs of the child.

Children and Young Workers Code of Practice 2006

The *Children and Young Workers Code of Practice 2006* is provided for in the *Workplace Health and Safety Act 2011*. It complements the *Child Employment Act 2006* by addressing the workplace health and safety concerns of having children and young workers within the workplace.

The code of practice identifies a number of hazards that can represent particular risks to young workers when compared with older, more experienced workers and offers practical advice on how to ensure the workplace health and safety of children and young workers. A copy of the code is available at worksafe.qld.gov.au.

Need to know more

Office of Industrial Relations

An information service for child employment laws. Call (07) 3406 9999 or use the contact us form at oir.qld.gov.au

Workplace Health and Safety Queensland

Provides advice on health and safety in the workplace. Call 1300 362 128 or visit worksafe.qld.gov.au

Queensland Human Rights Commission

Provides information on anti-discrimination and deals with complaints such as discrimination and sexual harassment at work. Call 1300 130 670 or visit qhrc.qld.gov.au

Business Queensland

Provides a suite of resources, services, tools and support to help you start, run and grow your business in Queensland. Call 13 QGOV (13 74 68) or visit business.qld.gov.au. For further information on employing children please visit the Business Queensland '[Employing children](#)' page.

Unions

If you're a member of a union you may contact them directly, or if you wish to join a union, contact:

- Queensland Council of Unions at (07) 3010 2555 or visit qldunions.com
- Australian Workers' Union at 1800 298 753 or visit awu.net.au