



Character Checks for Employees

Mount Carmel College is committed to maintaining a safe environment for all students in our care. All employees and volunteers are required to undertake an appropriate character check.

In July 2014 the [Registration to Work with Vulnerable People Act 2013](#) was enacted in Tasmania. The Department of Justice has commenced the phased introduction of [Working with Children Checks](#) (WWCC) under the new legislation. All Schools and Colleges must comply with the new legislation.

The new WWCC has now replaced the Tasmanian Department of Education Safety Screening Clearance that applied to employees engaged in children's services.

Teachers must have registration in place by **1 January 2017**.

Currently, **potential employees** need the following checks prior to commencing employment at the College:

1. Teachers are required to be registered with the [Tasmanian Teachers Registration Board \(TRB\)](#).
2. All employees (teaching and support staff) working with young children (child care services) require a WWCC if:
 - starting a new role in **Child Care Services** and they DO NOT hold a current Department of Education Safety Screening Clearance; or
 - working (or intending to work) in **Child Care Services** and their current Safety Screening Clearance expires prior to 1 July 2016.

If your current Safety Screening Clearance expires between 1 July 2016 and 30 June 2017 you are required to have a WWCC by 1 January 2016. The application period is now open.

3. All other non-teaching employees must provide both a valid National Police Record Check and a WWCC.

Mount Carmel College will provide information to its employees and potential employees as to the appropriate character checks required for any given role at the College at the time of introduction and/or advertising of relevant position vacancies.