Te Kāhui Kāhu

New Zealand Government
Te Kāwanatanga o Aotearoa

Application form

Core Worker Exemption – Australian offence

Updated: November 2026

When to use this form

You will need to complete this application if:

- you have been convicted of an Australian offence that has been assessed as equivalent to a specified offence as listed in Schedule 2 of the Children's Act 2014; and
- you are, or want to be, employed or engaged as a core children's worker.

A core children's worker is defined in section 23 of the Children's Act and includes a person who:

- is employed or engaged by state services or local authorities (including organisations they fund) to provide regulated services
- undertakes their work, without a parent or guardian of the child/ren being present
- has regular or overnight contact with children (this could be in person, via telephone or electronic medium)
- is the only children's worker present or has primary responsibility for, or authority over the child/ren.

The Children's Act defines work as being either paid work or unpaid work that is undertaken as part of an educational or vocational training course.

How to apply

To apply for a Core Worker Exemption please send this completed form and all supporting information to: Coreworkerexemption@tekahuikahu.govt.nz

If you wish to send the application by post, please contact us at the above email address for details.

We are here to help

If you require support to complete your application, or have questions about the core worker exemption process and what to include, you can contact the Core Worker Exemption team on:

0800 462 511

Coreworkerexemption@tekahuikahu.govt.nz

The Core Worker Exemption process



Application

You must complete a core worker exemption application form. This includes a statutory declaration signed by a Justice of the Peace.

We recommend that you attach additional information to support your application. See page 8 of the application form for helpful hints.

Gather Information

As part of the application, we will request your consent to collect some information from the following agencies: New Zealand Police, Australia's National Police Checking Service, Oranga Tamariki – Ministry for Children and the Department of Corrections.

See section 4 of this application form for more information.

Core Worker Exemption Advisory Panel

This is a panel of representatives from five key agencies listed in the Children's Act. They are: the Ministries for Health, Education, Justice, Social Development and Oranga Tamariki – Ministry for Children. A representative from the New Zealand Police will also be included on the panel.
This Core Worker Exemption Advisory Panel will review your application and make a **recommendation** to the decision maker.

Decision Maker

The decision maker for your application will be the Chief Executive of the most relevant key agency according to the work that you wish to undertake.

For example if you are a nurse, the decision maker will be the Chief Executive of the Ministry of Health.

Outcome

Grant: If the decision maker is satisfied that you would not pose an undue risk to the safety of children if employed or engaged as a core worker, they may grant an exemption. An exemption may be qualified or contain conditions.

Decline: If the decision maker is not satisfied that you would not pose an undue risk to the safety of children if employed or engaged as a core worker, the application will be declined.

Right of Appeal
Preliminary decision to decline: If your application is declined the first time it is considered, this is a preliminary decision and you will be given the opportunity to provide further information. The application will be reconsidered by the Core Worker Exemption Advisory Panel and the decision maker.
Final decline decision: If your application is declined again this will be a final decision. If you wish to review this decision you can appeal to the High Court of New Zealand.

For more information about the process, please phone 0800 462 511.

Section 1: Personal information

Personal details

Providing the following personal details will ensure that we request and disclose information, to and about the correct person. We understand that the nature of the material you have provided to us is personal and sensitive. We wish to keep your application as private as possible.

Title:

☐ Mr ☐ Mrs ☐ Miss ☐ Ms ☐ Other

First and middle names:

Surname or family name:

If you have been known by other names, write them below:

Date of birth:

Place of birth:

Gender:

☐ Male ☐ Female ☐ Non-binary ☐ Decline to answer

Home address:

Flat/house no.

Street name

Suburb

Town/city

Postcode

Phone contact details:

Mobile:

Home:

Email address:

☐ I agree to receive emails about my application from Te Kāhui Kāhu

Proof of identity

You must include signed copies of two forms of identification: one primary and one secondary. One of these must include a photograph. This is so we can confirm your identity.

Include one form of identification from each of the following lists:

Primary ID	
• NZ or overseas passport	• NZ firearms licence
• Full NZ birth certificate, issued after 1998	• NZ certificate of citizenship
• NZ refugee travel document	• NZ certificate of identity
• NZ emergency travel document	

Secondary ID	
• NZ driver licence	• 18+ card
• Full NZ birth certificate, issued before 1998	• Community services card
• NZ teacher registration certificate	• NZ employee photo ID
• NZ student photo ID card	• NZ SuperGold card
• NZ electoral roll record	• International driving permit
• Inland Revenue Number	• Steps to freedom card

If you cannot provide two forms of identification from the above lists, you must complete a proof of identify form and include it with your application.

Employment and training details

This information helps us to determine who will be the relevant decision maker for your application, and to understand the work, tertiary study, or vocational training that you do.

Tell us about your work or study status:

- [ ] I am currently employed or engaged as a core children's worker
- [ ] I am seeking employment or engagement as a core children's worker

Tell us about your role and where you are seeking employment:

Tell us about any tertiary study or vocational training you may be undertaking:

- [ ] I am currently enrolled or plan to enrol in tertiary study or vocational training
- [ ] I am not enrolled in any studies or training

If applicable, tell us about your course:

Course name

Tertiary provider

Tell us about any professional registration you have:

- [ ] I am registered, or intend to be registered, with a professional body
- [ ] I am not registered with a professional body

Professional registration body (for example, nursing, teaching or social worker registration boards)

Section 2: Convictions and exemption history

History of convictions

Here, you will provide details of your conviction, which has been assessed as equivalent to a specified offence. If you are unsure about the details of your offence/s, you should contact the relevant police service or the court where your case was heard.

If you have more than one specified offence committed in Australian or New Zealand, complete a separate page for each offence.

Tell us about your specified offence:

Name of the Australian offence

Date of conviction

Sentence that was imposed

Date sentence ended

Name of the equivalent New Zealand specified offence

Tell us about any conditions you are, or were, subject to in relation to your specified offence. This could include court, parole, supervision, or immigration conditions.

Please ask your employer or education provider to complete this section.

Employer or Education Provider Declaration

Please attach copies of the information or evidence you relied on when making your assessment, such as Australian Police records.

Tell us about your organisation:

Name of organisation employing/engaging the applicant/core worker

Contact phone number

Name of representative making this declaration on behalf of the organisation

Role

☐ We have assessed that the Australian offence listed above is equivalent to a specified offence listed in Schedule 2 of the Act.

Signature

Date

Exemption history

Here, you will tell us whether you have applied for a core worker exemption previously.

Have you previously applied for a core worker exemption?

☐ Yes ☐ No

If you selected Yes, provide details:

Application number

Outcome

Section 3: Statutory declaration

This section must be completed and signed in front of a Justice of the Peace, solicitor or person authorised to take a statutory declaration. This is a requirement outlined in section 36 of the Children's Act 2014.

I, First and last name of Full address

and Occupation by occupation, solemnly declare that:

- ☐ I know I am subject to the Children's Act workforce restriction as I have been convicted of a specified offence, or offences
- ☐ I am applying for a core worker exemption regarding the specific offence, or offences, I outlined in Section 2: Convictions and exemption history of this application form
- ☐ the information included on this form is accurate and correct, to the best of my knowledge
- ☐ the additional information I have included with this application is accurate and correct, to the best of my knowledge
- ☐ I make this declaration in good conscience, believing the same to be true by virtue of the Oaths and Declarations Act 1957.

Applicant signature

Date

Details of the official witness (Justice of the Peace, solicitor or authorised person to take statutory declarations):

Declared at:

Name of witness:

Witness signature:

Date:

Section 4: Information gathering

Consent to share information

By noting your consent below, Te Kāhui Kāhu will collect information from the agencies listed in this section. The information will be added to your application. You will be given a copy of the information collected and will have an opportunity to comment if you wish.

New Zealand Police and Australia's National Police Checking Service

I authorise the New Zealand Police and Australia's National Police Checking Service, to provide Te Kāhui Kāhu with all information relating to my specified offence/s, and anything else they may consider to be relevant. ***I have completed the additional consent form in section 6.***

☐ Yes ☐ No

Department of Corrections—Ara Poutama Aotearoa

I authorise the Department of Corrections, Ara Poutama Aotearoa to provide Te Kāhui Kāhu with sentencing and rehabilitation information and reports relevant to my application and relating to my specified offence, or offences, as detailed.

☐ Yes ☐ No

Oranga Tamariki—Ministry for Children

I authorise Oranga Tamariki, Ministry for Children, to provide Te Kāhui Kāhu with any information it holds about me which may be relevant to the care and/or protection of children.

☐ Yes ☐ No

Additional information

It is important to provide as much information as possible. This will ensure the panel of representatives and the decision maker have a good understanding of your circumstances. If you have questions about your application and additional information, please contact the Core Worker Exemption team.

We recommend that you supply the following information to assist the panel of representatives and the decision maker:

- **Cover letter** - Outline why you think you should be considered for a core worker exemption. When did your offending occur? What happened at the time? Have you completed rehabilitation? What did you learn from this? What changes have you made? A cover letter can be provided in written format or given verbally to the Core Worker Exemption Advisor assigned to your application.
- **Professional references** - This reference indicates that your employer is aware of your offending. It should also explain any support or risk management structures that are in place for you. References can be provided in written format or given verbally by phoning 0800 462 511.
- **Personal references** - These provide evidence of your character. They should be from a range of people who knew you during the time of your offending and more recently. References can be provided in written format or given verbally by phoning 0800 462 511.
- **Information from professional bodies** - These include reports from professional bodies, or disciplinary tribunals (such as an education council) if you have been before them.
- **Evidence of rehabilitation** - Letters, certificates or reports from rehabilitation programmes, including alcohol and other drug programmes or psychologist/counsellor reports.
- **Sentencing notes** - These can be requested from the court where you were sentenced.
- **Other supporting information** - Any other information you believe may be relevant to your application. This could include certificates from study or courses, or evidence of volunteer work you have completed.

Section 5: Privacy and consent

By signing this document, you understand and agree to the following:

- The information I include with my application will be provided to Te Kāhui Kāhu, including the core worker exemption team, core worker exemption advisory panel and decision maker.
- This information has been collected following the principles of the Privacy Act 2020.
- Te Kāhui Kāhu, the core worker exemption advisory panel and the decision maker will use this information to assess my application for an exemption under the Children's Act.
- Any information disclosed by the New Zealand Police - Ngā Pirihimana o Aotearoa, Australia's National Police Checking Service, Oranga Tamariki - Ministry for Children, and the Department of Corrections - Ara Poutama Aotearoa, is allowed under Information privacy principle 11(1)(c) of the Privacy Act 2020. I have agreed to sharing this information on page 8 of this application form.
- If I have not agreed to the collection of information from the New Zealand Police - Ngā Pirihimana o Aotearoa, Australia's National Police Checking Service, Oranga Tamariki - Ministry for Children, or the Department of Corrections - Ara Poutama Aotearoa, Te Kāhui Kāhu will not receive any information from those agencies. I am aware that the core worker exemption advisory panel and the decision maker may need the information mentioned above to assess my core worker exemption application.
- I have the right to see the information collected and used to assess my application. I can email coreworkerexemption@tekahuikahu.govt.nz to request the information held about me by Te Kāhui Kāhu.
- Te Kāhui Kāhu can share information with New Zealand Police and specified organisations who employ or engage me as a core children's worker about:
    - whether I have applied or a core worker exemption,
    - the outcome of my core worker exemption application,
    - any conditions imposed on my core worker exemption; and
    - whether my core worker exemption has been suspended or revoked.
- New Zealand Police can share information with Te Kāhui Kāhu about whether I have been charged with or convicted of a further specified offence. If I am charged with or convicted of a further specified offence, a core worker exemption may be revoked.

Signature

Date

Section 6: NZ Police vetting and Australian National Police Check

Police Vetting Service

Request and Consent Form

NEW ZEALAND POLICE
Ngā Pirihimana o Aotearoa

Section 2 *Vetting subject to complete - and return to the agency*

This form refers to the Policing (Police Vetting) Amendment Bill ("Vetting Bill"), which is expected to amend the Policing Act 2008.

2.1 Information about your consent

- *The purpose of this form is to allow the New Zealand Police Vetting Service to* confirm who you are using Police records, carry out a Police vet, and obtain your consent to share any relevant information with the agency that requested the vet.
- *What you are consenting to.* You are agreeing that the Police Vetting Service can share relevant information they hold about you (if any) with the requesting agency. This information will be used to help the agency decide whether you are suitable for the role they are considering you for or that you are engaged in.
- The information that may be shared is outlined in *section 2.2* of this form. For further details, you should refer to the Vetting Bill or visit the Police vetting website.
- You are also agreeing that the organisation that employs or engages you may provide information about your employment/engagement status to Police Vetting Service. See *section 2.2(2)* of this form.
- *Who collects your consent.* The agency requesting the Police vet will collect your signed consent.
- *Your rights under the Privacy Act 2020 include:* you may request a copy of the Police vet report provided to the agency by contacting the agency. You can withdraw your consent to a Police vet at any time before the vetting process is complete by contacting the agency. The agency may keep the Police vet only for as long as required for vetting purposes.
- *How long the information is valid for.* The information in the Police vet is correct only at the time it is shared. It is up to the agency to decide how often they ask for updated vetting.

2.2 Information about you that may be shared

1. **A Police vet will include the following information, if held by New Zealand Police.** *Please refer to the Police vetting website for more information regarding the Clean Slate Scheme, what may be released, and the vetting process.*

   Either:

   a. A result indicating that no information is held or relevant to the purpose of the vetting request,

   Or, one or both of:

   b. The vetting subject's criminal record (if any), unless the Clean Slate Scheme applies.

   c. A summary of other information that is readily retrievable, relevant to the purpose of the vetting request, and deemed accurate.

      This may include pending charges, charges without conviction, youth court charges, infringement offences, demerit points, arrest warrants, involvement in family violence, overseas convictions, police investigations without charges, interactions with Police, and other information held by Police.

      Information may also be released where it is subject to a suppression order or statutory prohibition, involves offences by individuals under 18, or relates to mental health or substance abuse issues.

2. If you had been vetted as a Children's Worker, and you continue to hold that role, the Police Vetting Service may release any newly obtained relevant information to the requesting agency at any time.

   The Police Vetting Service will take reasonable steps to:

   a. confirm that you are still employed or engaged as a Children's Worker – For this purpose, you consent to the requesting agency providing the Police Vetting Service with confirmation of your employment or engagement status in this role.
   b. notify you before any information is disclosed.

3. Information provided in this consent form may be used to update New Zealand Police records.

2.3 Personal information			* Mandatory field
Family/last name * *(that you are most commonly known by)*			
Given/first and middle name(s) *			
Gender *		Date of birth * (dd/mm/yyyy) *(must be 14 years of age or over)*	
Place of birth (Town/City/State)			
Country of birth *			
NZ Driver Licence number			
Name of parent or guardian *(if vetting subject is 14 or 15 years old *)*			

2.4 Other names

Please include all other names you are or have been known by. Including, but not limited to: previous legal names (eg. maiden names, or due to divorce or adoption), aliases used, name changes by deed poll. Include ALL names - first, middle and last.

Family name	First name	Middle names

2.5 Permanent residential address

* Mandatory field

Flat/number - and street name *			
Suburb		Postcode	
Town/City *			

Authorisation of vetting subject. By signing this form:

- ✓ I confirm that the information I have provided in this form is about me and is correct.
- ✓ I have read and understood the information above.
- ✓ I authorise New Zealand Police to disclose any personal information relevant to this application (as described above) to the agency making this request.

Full name:		Date: (dd/mm/yyyy)	
Signature:		Or electronic signature: *	☐

If you are 14 or 15 years of age (as at the date of the application) please provide consent from a parent or guardian.

Parent/Guardian's full name:		Date: (dd/mm/yyyy)	
Parent/Guardian's signature:		Or electronic signature: *	☐

* If applicable, ticking this box constitutes an electronic signature and your consent for its use in this form.

Section 3 Vetting subject to complete - and return to the agency

This form refers to the Policing (Police Vetting) Amendment Bill ("Vetting Bill"), which is expected to amend the Policing Act 2008.

Additional personal information required by Australia's National Police Checking Service (NPCS) * *Mandatory field*

Last Permanent Australian Residential Address			
Flat/Number/Street: *			
Suburb *		Postcode *	
City/Town/Rural District*		State or Territory *	
Period of residence - start date: *		Period of residence - end date: *	
Australian Driver's Licence No: *(if applicable)*		Issued by:	
Australian Firearms Licence No: *(if applicable)*		Issued by:	

General Information for a Nationally Coordinated Criminal History Check

General Information

Australian Criminal Intelligence Commission (ACIC) is collecting your personal information in this form in order to conduct a Nationally Coordinated Criminal History Check (NCCHC) on you. Authorised Agencies in New Zealand, named in section one, use the personal information collected on this form and the resulting NCCHC as part of the assessment process to determine suitability for the position/entitlement/benefit which you are applying for.

Unless statutory obligations require otherwise, the information provided on this form will not be used without your prior consent for any purpose other than in relation to the assessment of your suitability or to maintain the records of ACIC, Australian Police Agencies[1], or NZ Police.

You will be required to complete another consent form for any future NCCHC checks.

Nationally Coordinated Criminal History Check (NCCHC)

A NCCHC is an integral part of the assessment of your suitability. Information on this form will be used by ACIC, and Australian Police Agencies for checking action; it will also be used to update records held about you by ACIC, Australian Police Agencies and NZ Police.

Information released may include outstanding charges, warrant information and criminal convictions/findings/pleas of guilt recorded against you that may be disclosed according to the laws of the relevant jurisdiction and, in the absence of any laws governing the release of that information, according to the relevant jurisdiction information release policy.

Limitations on accuracy and use of Police History Information

While every care has been taken by ACIC to conduct a search of information held by Australian Police Agencies that relate to the applicant, the accuracy and quality of this NCCHC depends on accurate identification of the Applicant (including aliases) according to the information provided in the Request and Consent Form and the comprehensiveness of police records. If the applicant does not complete the information requirements in this form the success and validity of the NCCHC will be compromised.

If for any reason you do not agree with the results of your NCCHC, please notify the Authorised Agency that you submitted the check through in the first instance, so that the NCCHC dispute process can be initiated.

The release of information by Australian Police Agencies is subject to relevant Spent Convictions, non-disclosure legislation or information release policies.

[1] Australian Federal Police, ACT Policing, The New South Wales Police Force, Queensland Police Service, South Australia Police, Victoria Police, Western Australia Police, Northern Territory Police Force, Tasmania Police Service

Spent Conviction Schemes

The aim of Spent Convictions legislation[1] is to prevent discrimination based on certain previous convictions. Spent Convictions legislation limits the use and disclosure of older, less serious convictions and findings of guilt. Each Australian Police Agency will apply the relevant Spent Convictions legislation/information release policy prior to disclosure.

The following links may be helpful in sourcing information on Spent Convictions in the Australian States & Territories but may not be relied upon. If further information or clarification is required, please contact the individual Australian Police Agencies directly for further information about their release policies and any legislation that affects them.

Commonwealth www.comlaw.gov.au	South Australia www.legislation.sa.gov.au	Western Australia www.slp.wa.gov.au
New South Wales www.legislation.nsw.gov.au	Victoria Police www.police.vic.gov.au	Northern Territory www.nt.gov.au/dcm/legislation/current.html
Queensland www.legislation.qld.gov.au	Tasmania www.thelaw.tas.gov.au	Australian Capital Territory www.legislation.act.gov.au

Provision of incomplete, false, or misleading information

An Authorised Agency or Applicant must take reasonable steps to ensure that the personal information collected, or disclosed is accurate, complete, and up to date.

You are asked to certify that the personal information you have provided on this form is correct. If it is subsequently discovered, for example as a result of a check of police records, that you have provided incomplete, false or misleading information, you may be assessed as unsuitable.

It is a serious offence to provide false or misleading information in Australia.

Continued on next page

[1] Applicable Spent Conviction legislation, as amended from time to time.

Consent to disclosure (for a Nationally Coordinated Criminal History Check)

1. I have read the General Information in section 3 of this form and understand that information will be disclosed in accordance with applicable legislation and information release policies (including spent convictions legislation, however described) in the Commonwealth, States and Territories.
2. I understand that the position/entitlement for which I am being considered may be in a category for which exclusions from Spent Convictions legislation may apply.
3. I have fully completed this form, and the personal information I have provided in it relates to me, contains my full name and all names previously used by me, and is correct.
4. I acknowledge that the provision of false or misleading information is a serious offence.
5. I acknowledge that the Authorised Agency named in Section 1 of this form is collecting information in this Form to provide to New Zealand Police to provide to ACIC (an Agency of the Commonwealth of Australia) and the Australian Police Agencies.
6. **I consent to**:
   a. ACIC using and disclosing personal information about me in this form to the Australian Police Agencies.
   b. the Australian Police Agencies disclosing to ACIC, from their records, Police History information that can be disclosed in accordance with the laws of the Commonwealth, States and Territories and in accordance with the relevant jurisdiction's information release policies.
   c. ACIC disclosing the information disclosed by the Australian Police Agencies to New Zealand Police.
   d. New Zealand Police disclosing any criminal history information about me to the Authorised Agency named in Section 1 of this form to assess my suitability in relation to my application.
7. I acknowledge that any information provided by me in this form relates specifically to the purpose identified in Section 2.1 of this form.
8. I acknowledge that any information provided by the Australian Police Agencies or ACIC relates specifically to the purpose identified in Section 2.1 above.
9. I acknowledge that personal information that I provide in this form may be disclosed to the Authorised Agency named in Section 1 of this form (including contractors or related bodies corporate) located in New Zealand or overseas.
10. I acknowledge that it is usual practice for an Applicant's personal information in this form to be disclosed to New Zealand Police and Australian Police Agencies for them to use for their respective law enforcement purposes including the investigation of any outstanding criminal offences.

Note: The information provided in this form will be used only for the purpose stated above unless statutory obligations require otherwise.

Applicant's authorisation:

☐ I have read and understood the information above and consent accordingly.

☐ ***Signed in electronic form.***

Or signature: _____ Date:

Section 7: Checklist

Application completion checklist

Use the following list to confirm the information you have gathered. This will make sure we have received all the documents you wish to include with your core worker exemption application.

Necessary documents and actions

Have you completed these actions?

- ☐ Included copies of two forms of identification
- ☐ Completed and initialled each page of the application form
- ☐ Signed the statutory declaration before an authorised witness (page 7)
- ☐ Asked your employer or education provider to complete their part of section 2 (page 6)
- ☐ Included an official record of your Australian offence/s
- ☐ Completed the Police vetting consent form in section 6 (pages 11 – 14)

Recommended documents

Have you included the following recommended documents?

- ☐ Covering letter
- ☐ Professional references
- ☐ Personal character references
- ☐ Evidence of rehabilitation (from Australia or New Zealand)
- ☐ Sentencing notes (from Australia or New Zealand)
- ☐ Information from professional bodies
- ☐ Any other relevant information you would like considered

Section 8: Submit your application

When you have completed your application, you can send it to:

Email: Coreworkerexemption@tekahuikahu.govt.nz

Post: Te Kāhui Kāhu Core Worker Exemption Team, PO Box 1556, Wellington 6140