



Australian  
Business Coalition  
for Safeguarding  
Children



Australian  
Childhood  
Foundation

# **New NSW Laws on Child Entertainers: What They Mean for Your Business Factsheet**

## Overview

The NSW Parliament has strengthened protections for children working in entertainment, exhibition, and performance industries. Recent amendments to the Children's Guardian Act 2019 require new compliance measures for any business employing or engaging children under 16 in entertainment.

## What's changed?

- **Employer's Authority:** You must now hold an Employer's Authority from the Office of the Children's Guardian to employ a child in entertainment, exhibitions, or recorded performances.
- **Broader Coverage:** The definition of "relevant activity" has expanded to include live and recorded entertainment, advertising, modelling, voice-overs, and promotional appearances.
- **Work Limits:** Clear limits now apply on hours, days, and permissible times children can work.
- **Stronger Penalties:** Breaches of these requirements carry penalties of up to 100 penalty units, meaning larger fines
- **Fewer Exemptions:** The scope for automatic exemptions has narrowed.

## Which businesses does this impact

These changes affect any organisation employing or engaging children under 16 in:

- Film, television, streaming and radio productions
- Stage performances and live entertainment
- Fashion shows, modelling, advertising, and promotional work
- Online, digital and social media content creation
- Voice-overs and recorded performances for future use
- Exhibitions or any industry activity prescribed by regulation

## How can the On Us Coalition help?

On Us: The Australian Business Coalition for Safeguarding Children brings business together to keep children safe, wherever they are. By joining, your business gains:

- Access to the Child Safeguarding Business Principles to benchmark and strengthen practices
- Practical tools and training to meet legal obligations and build a culture of child safety
- A peer network of leading Australian businesses committed to protecting children and young people
- Recognition as a responsible industry leader who puts child safeguarding at the centre

