

# My Story, My Future

## What to Expect: What can an employer ask?

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### Are you looking for work with a criminal record?

An employer may ask you during the application process whether you have a criminal history. It's your decision whether or not you wish to disclose your record or agree to a criminal record check.

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### The Law.

The law states that, an employer can only refuse to employ a person if the person's criminal record means that he or she is unable to perform the 'inherent requirements' of the job.

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### Police Check Requirements.

In some industries, a police check is required and this should be stated in the job ad. For these jobs, you must agree to the police check to be considered for the role. You can still be employed, if your offences are not related to the core duties of the job.

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### Industries that may not require a police check.

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EDUCATION



EMERGENCY



HEALTH



CLEANING



FINANCE



CHILDCARE



AGED CARE



GOVERNMENT

### Industries that will require a police check.

It's a good idea to avoid applying to jobs where the work relates to your charges.

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POLICE CHECK



10 years

### How long does my record stay?

Some offences may no longer show on your criminal record after a 10-year period.

There are some offences that never become spent, for example sexually related offences.

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Sentences and Convictions



Sexually Related Offences



Pending Court Charges and Offences



Traffic charges convicted in a court



Serious Assault Related Offences

### What your record shows.

If you do apply for a job that requires a police check, your record will show any of these.

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### What to share?

It is important to be honest about your record. If you lie about it, you can risk your chance of getting the job.