

GUIDANCE FOR THE EMPLOYMENT OF CHILDREN AND YOUNG PERSONS

CHILDREN AND YOUNG PERSONS ACT 1933

Sections 18(2) and 20(2)

The Law governing child employment exists to ensure that children are protected and not exploited if they have a part-time job while still of compulsory school age.

Employment of children is governed by Law and Local Byelaws and it is the responsibility of employers to ensure that children are employed in accordance with the regulations.

Within one week of employing a child, the employer must register with the Local Authority in the area where the child will be employed. If the employer does not do this it may mean that the young person is not insured. This also applies to parents employing their own children in a family business. It is illegal to employ any young person below the age of thirteen. If a young person is of compulsory school age, they must have a permit.

LEGAL WORKING HOURS

Age	Days	During the following hours
13 and 14	School Days	Not more than 2 hours in any one-day. These must be <ul style="list-style-type: none">• In the morning between 7am and 8am• In the evening between close of school and 7pm Maximum of 12 hours per week
	Saturdays	Maximum 5 Hours a day between 7am and 7pm – at least 1 hour break after 4 hours continuous work.
	Sundays	Maximum 2 Hours a day between 7am and 7pm
	School Holidays	Maximum 5 Hours a day (except Sunday) between 7am and 7pm – at least 1 hour break after 4 hours continuous work. THIS MUST NOT EXCEED 25 HOURS PER WEEK There must be 2 consecutive weeks of holiday each year.
15 and 16	School Days	As for age 13
	Saturdays	Maximum 8 Hours a day between 7am and 7pm – at least 1 hour break after 4 hours continuous work.
	Sundays	Maximum 2 Hours a day between 7am and 7pm
	School Holidays	Maximum 8 Hours a day (except Sunday) between 7am and 7pm – at least 1 hour break after 4 hours continuous work. THIS MUST NOT EXCEED 35 HOURS PER WEEK There must be 2 consecutive weeks of holiday each year.
16	Full Time Employment	It is illegal to leave school before the last Friday in June, even if a National Insurance Number has been issued

Please be aware that after the completion of a 4-hour work shift, a one-hour rest break must follow. The working year being Jan to Dec, the employer must allow a two week consecutive holiday which may fall within any school holiday period.

SOME JOBS CHILDREN/YOUNG PEOPLE CAN DO:

- Delivery of newspaper, journals and other printed material
- Shop work including shelf stacking
- Hairdressing salon
- Office work
- Waiter/waitress duties in a cafe or restaurant
- In riding stables, kennels and catteries
- Domestic work in hotels and other establishments offering accommodation.
- Agricultural or horticultural work

JOBS THAT CHILDREN/YOUNG PEOPLE CANNOT DO:

- Sell alcohol/cigarettes/prescribed medicine
- Sell on a street/door to door
- Use dangerous machinery or do work that may cause harm/injury
- Cook food or work in a kitchen
- Deliver milk
- To deliver fuel oils
- To collect or sort refuse
- In any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level.
- In employment having harmful exposure to physical, biological or chemical agents
- In work involving exposure to adult material or in a situation which for this reason otherwise unsuitable for children
- In telephone sales and canvassing
- In the personal care of residents of any residential care home or nursing home.

PLACES THAT CHILDREN/YOUNG PEOPLE CANNOT WORK:

- In a pub or club
- In an amusement arcade/fairground
- In a warehouse/factory or slaughterhouse/butcher shop
- In a commercial kitchen or chip shop
- On a street
- In a theatre, cinema, disco, dance hall (unless licensed to perform there)

