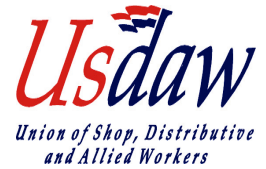




A Guide To Child employment



Properly structured and regulated part-time work can help children's development and preparation for working life as long as it does not have an adverse impact on their education.

The youngest age that a child can work is 13 years old, although exceptions can occasionally be made for younger children involved in certain theatrical or other performances. Local authority bylaws made under the Children and Young Persons Act 1933, and approved by the Secretary of State for Education may place further restrictions on the hours and conditions of work and the nature of employment.

Employers must inform their local authority (LA) that they have employed a school-age child. If satisfied with the arrangements, the LA will issue the child with an employment permit but this may be rescinded, or employment in some way restricted, should there be any concern that the child's health or education is suffering.

These regulations apply to all children of compulsory school age. Children are regarded as being of compulsory school age up to the last Friday in June in the academic year of their 16th birthday. It is possible for a child to leave school at 15 years old if their birthday is in the summer holiday (July or August). Equally someone over the age of 16 could still be under compulsory school age.

The Protection of Young People at Work Regulations came into force in the UK on 4 August 1998.

Under these regulations:

- Children must have a two-week break from any work during the school holidays in each calendar year.
- Local authorities must have a list of jobs which 13 year olds can do. No 13 year old can work in a job not on the list.

Children may work for (term time):

- a maximum of 2 hours on schooldays (1 hour after 7am before the school day plus 1 hour after the end of the school day before 7pm or 2 hours after the end of the school day and before 7pm)
- a maximum of 2 hours on Sundays
- a maximum of 5 hours with 1 hour break after 4 hours continuous (13 to 14 year olds) on Saturdays or;
8 hours with 1 hour break after 4 hours continuous (15 to 16 year olds) on Saturdays
- a maximum of 12 hours in any 7 day week

Children may work for (school holidays):

- up to 5 hours (13 to 14 year olds) on weekdays subject to a maximum weekly limit of 25 hours

- 8 hours (15 to 16 year olds) on weekdays subject to a maximum weekly limit of 35 hours.
- 13 to 16 year olds can only work 2 hours on Sundays even during school holidays.

Children may not work:

- for more than one hour before school
- during school hours
- before 7:00am or after 7:00pm
- for more than four hours without taking a break of at least one hour
- without an employment permit issued by the LA
- In any industrial setting, e.g. factory, building site, etc.
- in any occupations prohibited by local bylaws or other legislation, e.g. pubs, betting shops or in any work that may be harmful to their health, well-being or education

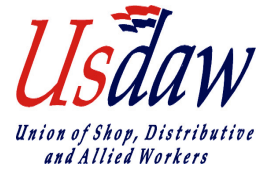
There are different levels of national minimum wage dependant on your age. These currently apply to 16-17 years, 18-21 years and adults. Rates can be found on the Direct Gov website;

http://www.direct.gov.uk/en/Employment/Employees/Pay/DG_10027201

Some arrangements may differ from one local authority to another, please check with your local council.



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