

PART TIME EMPLOYMENT

A YOUNG PERSON'S GUIDE

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Why is there Child Employment Law?

The Law is there to protect children who work.

To ensure children are:

SAFE – preventing accidents & injury

benefiting fully from EDUCATION

having SPARE TIME to rest & enjoy social activities, etc.

Once you have found a job

- 1) Is it something you are allowed to do?
- 2) Are the hours within the law?
- 3) Has your employer given you a form for an Employment Card?

Your employer will send the form to the County Council. If you will be working within the law an Employment Card is issued and sent to you via your employer.

You must carry the Employment Card with you when you are working as you may be asked to show it to an authorised officer of the County Council when they visit your place of employment (you will be shown proof of identity)

The card should be returned to the address on the back of the card when you leave your job.

What times may I work?

School days:

either 1 hour between 7am and 8am + 1 hour between close of school and 7pm **or**
2 hours between the close of school and 7pm

Saturdays and holidays

Aged: 13 & 14 years

5 hours between 7am & 7pm
Maximum of 25 hours per week

Aged: 15 - until the end of Year 11

8 hours between 7am & 7pm
Maximum of 35 hours a week

Sundays

Maximum 2 hours between 7am & 7pm

Holidays and Breaks

Your employer must ensure that you have two consecutive weeks free from work during the school holidays each year.

You must have an hour's break after 4 hours continuous work

REMEMBER! School work comes first

Don't be late for school, so tired you fall asleep in lessons, or so busy you can't complete homework properly on time. If your schoolwork suffers you will not be allowed to continue working.

What kind of work may I do?

At 13 you may only do the following:

Deliver Newspapers, etc

Shop Work

Office Work

Work in a Hairdressing Salon

Wash Cars by hand

Work in a Café or Restaurant clearing tables, etc (not in a kitchen)

Light work in Riding Stables

Domestic work in Hotels, etc

Light Agricultural and Gardening Work (no machinery to be used)

WHEN YOU REACH 14 YOU MAY DO LIGHT WORK

**(this applies until you reach
the end of year 11)**

Is there anything I am NOT allowed to do?

Whilst you are of compulsory school age (until the end of Year 11) you may not do any of the following:

sell or deliver alcohol

deliver milk

deliver fuel

work in a kitchen

collect money or sell door to door

use chemicals

collect & sort refuse

work in telephone sales

work more than 1 metre above ground (on ladders, etc)

work in a cinema, night club, etc

work as an attendant or assistant in a fairground or amusement arcade

undertake the personal care of residents in a nursing home, etc

NEED MORE INFORMATION?

If you have any questions or need a form for an Employment Card please do not hesitate to contact Wendy Abbey 01273 481000
e-mail
or Mobile 0585 730266
who will be happy to help.

Please note that the information regarding types of work is a guide only, please contact the above number regarding specific types of work.
Thank you.

Other information available:

Are you working safely?
Children in Entertainment
Children working as Models
Children in Professional Sport