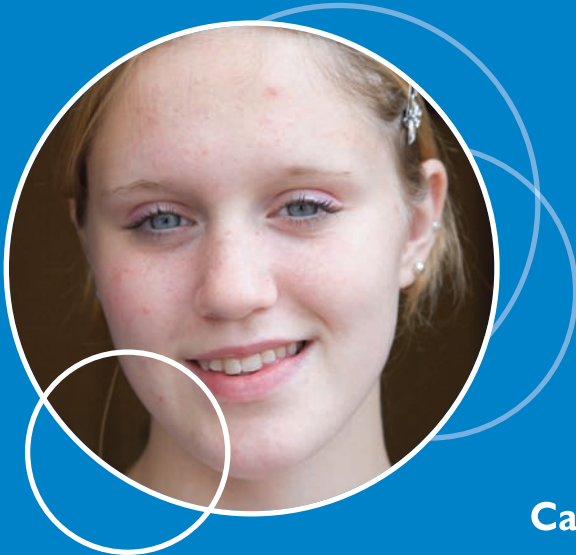


# Education Welfare Service Child Employment

A Guide For Employers





## **YOU CANNOT EMPLOY A CHILD WHO IS UNDER 13 YEARS OF AGE**

***You cannot employ a child of school age before 7am or after 7pm anytime!***

A child is employed if he/she assists in any trade or occupation carried on for profit whether or not the child receives pay or reward. It also applies if the parent/guardian is the employer.

### **Employers Are Liable For Prosecution If They;-**

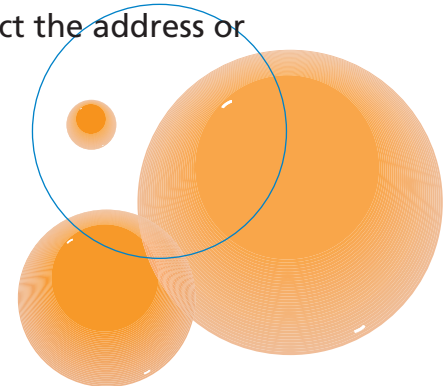
- do not register their school age employee(s)
- employ school age children in prohibited occupation
- allow school age children to work outside the hours permitted by the byelaws

You are responsible for the health, safety and welfare of the children you employ, and required to carry out risk assessments.

You must ensure that the child has proper clothing and shoes including protective clothing where necessary, and to ensure that proper rest breaks are adhered to – at least 1 hours rest after 4 hours work.

A child unregistered for employment with the Local Education Authority (LEA) may not be covered by insurance.

For information regarding children in entertainment please contact the address or telephone number on the back page.



## When can children work and how long for?

*Children must not work before 7am or after 7pm*

	13-14 years	15-16 years
School days	2hrs*	2hrs*
Saturdays	5hrs	8hrs
Sundays	2hrs	2hrs
School Holidays	5hrs	8hrs
	<i>Up to a maximum of 25hrs a week</i>	<i>Up to a maximum of 35 hours a week</i>

- Children can only work out of school hours. This may include 1hr before school.
- Children are not allowed to work more than 12hrs a week during term time
- All school age children must have at least two consecutive weeks off during school holidays.

## What Jobs Can School Age Children Do?

*13 year olds can only do light work in the following:-*

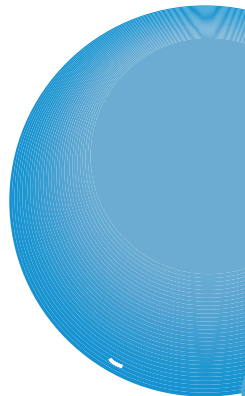
- agriculture or horticultural work
- delivery of newspapers, journals leaflets (**NOT TO COLLECT MONEY**)
- shop work
- hairdressing salons
- office work
- riding stables, kennels or catteries
- cafe or restaurant (NOT IN A KITCHEN)

*14, 15, 16 year olds can do light work in a wider range of jobs*

## PROHIBITED EMPLOYMENT

### Byelaws say that no child of any age may be employed:-

- in cinema, theatre, discotheque, dance hall or night club (unless licensed to perform there)
- to sell or deliver alcohol except in sealed containers
- to deliver milk
- to deliver fuel oils
- in a commercial kitchen
- to collect or sort refuse
- in any work which is more than three meters above ground level or, in the case of internal work, more than three meters above floor level
- in employment involving harmful exposure to physical, biological or chemical agents
- in any industrial undertaking or factory
- to collect money or to sell or canvas door-to-door
- in work exposure to adult material or in situations which are for this reason otherwise unsuitable for children
- in telephone sales
- in any slaughterhouse or in that part of any butcher's shop or other premises connected with the killing of livestock, butchery, or the preparation of carcasses or meat for sales
- as an attendance or assistant in a fairground or amusement arcade or in any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices
- in the personal care of residents or any residential care home or nursing home



## If A Child Has A Permit, Can They Be Stopped From Working?

*Yes, if their school work, attendance or health suffers or if they are continually late for school they may be stopped from working.*

## Can A Child Work Full Time With A National Insurance Number?

*If a child is in possession of a National Insurance Number this DOES NOT mean that the child/young person can leave school and work full time. A child is of compulsory school age until the last Friday in June of the school year in which he/she reaches his/her 16th birthday.*

## What Do You Need To Do Next?

If you have school age children working for you, it is your responsibility to obtain the permit for the child. To obtain an application form, contact the address or telephone number on the back page.



## IMPORTANT THINGS TO REMEMBER!

As an employer of a school aged child you are responsible for the health, safety and welfare of the child when they are at work and must provide protective clothing where necessary.

You must also carry out a risk assessment and inform the parents/guardians of any control measures taken.

You must keep available for inspection the permit issued for the child by the Local Education Authority.

The details in this leaflet are the general rules of child employment.

*To obtain a permit application form, or further information on child employment or children in entertainment, please contact*

### **Carmarthenshire County Council**

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