

## WORKING HOURS

**CHILDREN CANNOT WORK ON ANY DAY BEFORE 7:00AM OR AFTER 7:00PM**

### 13 AND 14-YEAR OLDS

Term time – including weekends MAXIMUM 12 hours a week	
School Days	No more than 2 hours a day: - 1 hour before school & 1 hour after school or 2 hours after school
Saturday	Up to 5 hours
Sunday	Only 2 hours

School holidays MAXIMUM 25 hours a week	
Monday to Saturday	Up to 5 hours a day
Sunday	Only 2 hours

### 15 AND 16-YEAR OLDS

Term time – including weekends MAXIMUM 12 hours a week	
School Days	No more than 2 hours a day: - 1 hour before school & 1 hour after school or 2 hours after school
Saturday	Up to 8 hours
Sunday	Only 2 hours

School holidays MAXIMUM 35 hours a week	
Monday to Saturday	Up to 8 hours a day
Sunday	Only 2 hours

## PAY, REST BREAKS AND HOLIDAY

There are no recommended rates of pay; it should be 'reasonable' for the work involved.

Children must have a rest break of 1 hour for every 4 hours of continuous work. Furthermore they must have two weeks holiday in the year.

## YOUR EMPLOYER'S RESPONSIBILITY

The employer is responsible for the health, safety and welfare of children they employ and must carry out a risk assessment.

## FOR FURTHER INFORMATION

### **Education Welfare Service**

Education Welfare Service  
Dryden PDC  
Evistones Road  
Gateshead  
NE9 5UR

☎ 0191 433 8572

## YOUNG PEOPLE AT WORK INFORMATION



Children often like to supplement their pocket money by taking on a part-time job. Child employment is permitted but under strict rules. The national legislation is the Children and Young Persons Act 1933 and there are local byelaws which further regulate the employment, a copy of which is available on request – telephone 0191 433 8572.

**Employers can be prosecuted, up to £1,000, if they: -**

- Do not register school age employees
- Employ school age children in prohibited occupations
- Allow school age children to work outside permitted hours

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## WORK

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You are employed if you assist in any trade or occupation carried out for profit. It does not matter whether you are paid or not for the work done, and it makes no difference if you are working for a relative or a major company.

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## AGE

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You must be at least 13 years of age before you can be employed. From then on, you can work under the local byelaws until you are 16 years old and can leave school, which is officially the LAST FRIDAY IN JUNE. It is important to understand that possession of a National Insurance Number does not mean that you leave school and work full-time.

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## REGISTRATION

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Application forms are available from the Child Employment Officer at the Education Welfare Services. The employer is responsible for applying for work permits for children. Notification must be made within 7 days of a child starting and they must carry out a risk assessment.

If you are the right age, your parents agree, the type of work is allowed and the hours are suitable, your employer will be sent a work permit, which is the size of a credit card. This should be produced on demand to an officer of Gateshead Education Welfare Services or a police officer.

Registration is essential to ensure children receive the protection of the relevant regulations. You could be prosecuted for employing children without a permit and if they have an accident at work your insurance may be invalid.



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## THE TYPE OF WORK THEY CAN DO

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### 13 YEAR OLDS

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

- ✓ Newspaper/printed material delivery
- ✓ Shop work
- ✓ Hairdressing
- ✓ Office work
- ✓ Café/Restaurant
- ✓ Riding Stables
- ✓ Domestic work hotels/ accommodation
- ✓ Agriculture/Horticulture
- ✓ Car washing by hand in a residential setting

### 14, 15 AND 16 YEAR OLDS

A 14 year old can do any light work, except for those in 'prohibited employment' section.

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## PROHIBITED EMPLOYMENT

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- × Milk delivery
- × Telephone sales
- × Selling/delivering alcohol
- × Cinema/Theatre/Disco/Night-clubs – except in connection with a performance.
- × Commercial kitchen
- × Collecting money, selling or canvassing door-to-door, except under the supervision of an adult
- × Any work involving exposure to adult material
- × Fuel oils delivery
- × Collecting/sorting refuse
- × Any work three metres above ground level, or internally 3m above floor level
- × Any employment involving harmful exposure to physical, biological or chemical agents
- × In premises connected with preparation of meat for sale As an attendant/assistant in a fairground or amusement arcade
- × Giving personal care in any residential care home or nursing home, unless under responsible adult supervision
- × In any work paid on a commission-only basis