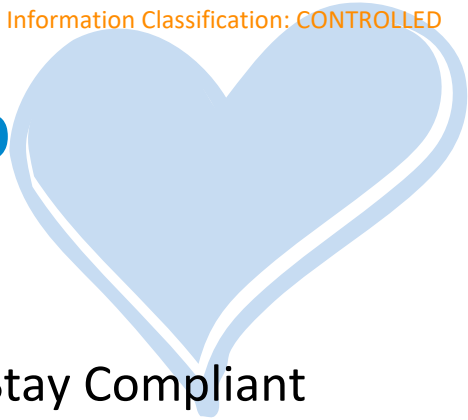


An Employer's Guide to Juvenile Employment



Know the Law – Protect Young Workers – Stay Compliant

What is a Juvenile Worker?

A juvenile is a young person who is of compulsory school age (until the last Friday in June of the academic year they turn 16). Juvenile Employment Law applies to all young workers of this age, regardless of whether they attend mainstream school.

What is the law?

Under the Children and Young Persons Act 1933:

- No child under the age of 13 can be employed.
- A child cannot work before 7am or after 7pm on any day.
- A child cannot work for more than 2 hours on a Sunday.
- A child may not work for more than 12 hours on a week that they normally attend school.

If you do not comply with Juvenile Employment law, you could be convicted and fined up to £1000.

Your responsibilities as an employer:

- You must apply for a work permit for any juvenile workers from the local authority within one week of them commencing employment.
- Keep work permits on record ready for inspection should an officer visit your business.
- Keep juvenile workers safe in the workplace, ensuring their health, wellbeing and education are not negatively impacted.
- You must ensure the working hours for juveniles are kept within the legal parameters.
- Be aware of permitted and prohibited types of employment.
- Complete a risk assessment for juvenile workers and share the findings of these with the parents.

Contact the Juvenile Employment Officer for more information:

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Permitted working hours

13 and 14 Year Olds

Term Time

- Maximum of 2 hours on a school day, **either** 1 hour after 7am (before school commences) and 1 hour after school ends (before 7pm), **or** for 2 hours between the end of school and 7pm.
- Saturdays for up to 5 hours between 7am and 7pm.
- Sundays for a maximum of 2 hours between 7am and 7pm.
- **Maximum of 12 hours per week.**

School Holidays

- Up to 5 hours a day, Monday to Saturday, between 7am and 7pm.
- Sundays for a maximum of 2 hours between 7am and 7pm.
- **Maximum of 25 hours per week.**

15 and 16 Year Olds

Term Time

- Maximum of 2 hours on a school day, either 1 hour after 7am (before school commences) and 1 hour after school ends (before 7pm), or for 2 hours between the end of school and 7pm.
- Saturdays for up to 8 hours between 7am and 7pm.
- Sundays for a maximum of 2 hours between 7am and 7pm.
- **Maximum of 12 hours per week.**

School Holidays

- Up to 8 hours a day, Monday to Saturday, between 7am and 7pm.
- Sundays for a maximum of 2 hours between 7am and 7pm.
- **Maximum of 35 hours per week.**

Prohibited employment

No child shall be employed in any of the following:

- In a cinema, theatre, discotheque, dance hall or nightclub, except in connection with a performance given entirely by children.
- To sell or deliver alcohol, except in sealed containers.
- To deliver milk.
- To deliver fuel oil
- In a commercial kitchen.
- To collect or sort refuse.
- In any work which is more than 3 metres above ground level or, in the case of internal work, 3 meters above floor level.
- In employment involving harmful exposure to physical, biological or chemical agents.
- To collect money or to sell or canvas door to door, except under the supervision of an adult.
- In work involving 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 in the preparation of carcasses of meat for sale.
- As an attendant or assistant in a fairground or amusement arcade or in any other premises used for the purposes of public amusement by means of automatic machines, games of chance or skill or similar devices.
- In the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

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