## Young People at Work – A guide to the law

A specific risk assessment linked to the person's psychological and physical capacity and their lack of experience is required before they start work.

Unless the work is non-harmful for a family or family firm or domestic service.

Consider: Layout Duration of exposure to substances the work equipment safety training and supervision

Does significant risk still exist

Don't employ a young person to do this type of work, except if they are above MSLA and they are doing the work as part of their training with proper supervision

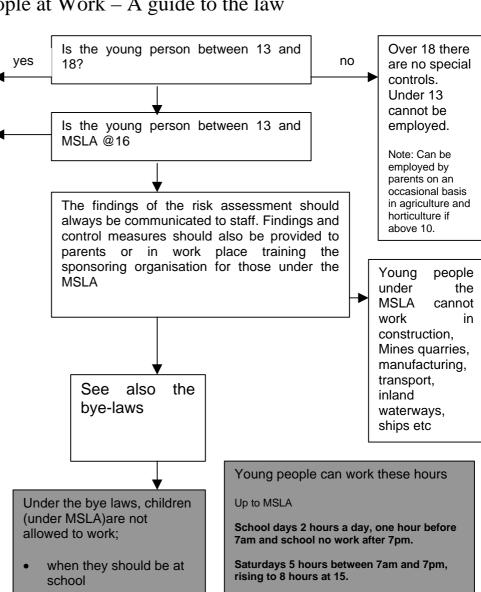
MSLA is minimum school leaving

Children reaching reaching 16 years of age between 1s September and 31<sup>st</sup> August remain of compulsory school age until the last Friday in June

**Pupils** on work experience placement have the same status as employees

## The Law

Childrens and young persons Act 1933 Employment of Children byelaw 1998 Management of health and safety at Work Regulations 1992 Health and safety at Work Act 1974 The Health and safety (Young Persons) Regulations 1997 Working Time Regulations 1998 The Health and safety (Training for Employment) Regulations 1990



- in a theatre unless a show put on by children
- delivering milk or fuel
- work at height
- harmful agents
- collecting money without supervision
- work with adult material
- in telephone sales
- slaughterhouse or butchers
- fairground attendance
- providing residential care alone
- street trading <14.

If they are employed they must

- Have a work permit from the County Council
- The work must be light work

Sundays 2 hours between 7am and 7pm

Holidays Sundays the same restrictions as normal, otherwise treat each day like a Saturday. Cannot work > 35 hours. Should have 2 weeks break in the year.

Breaks one hour break every 4 hours.

Above MSLA see Working Time Regulations for breaks, hours etc for adolescent workers

At 13 the type of light work is defined

- Agriculture
- Newspaper delivery etc
- Shop work
- Hairdressing
- Office work
- Car washing at homes
- In a café of restaurant but not the kitchen
- In stables
- Domestic work in hotels