

Powys Safety Solutions

Prince of Wales House, Short Bridge Street, Llanidloes, SY18 6AD
T (+44)1686 412 786 F (+44)1686 414 893 M (+44)7889 368 157

email keith@powyssafety.co.uk

web www.powyssafety.co.uk

Employing young people (A young person is anyone under the age of 18.)

Before employing a young person, employers must ensure their insurance policy will cover them. The insurer may wish to have an input as to what tasks can or can't be undertaken by a young person. A Young Persons Policy is always a good way to demonstrate your compliance with legislation.

Reg 19 of the Management of Health & Safety at Work regs. 1999 says that a young person MUST be protected from ANY risks that result for reasons of their immaturity. Reg 3 also requires any risk assessment to take immaturity into account. Immaturity can be related to intellectual ability, strength and psychological state.

Strenuous or repetitive work can easily cause MSDs in younger people, and long shifts could be outside their psychological or physical capabilities.

One major problem is the lack of perception of danger and the fact that they are easily distracted, especially where horse play occurs. Jobs involving ladders and lifting must be scrutinised and assessed as thoroughly as those around electricity. It is often good practice to make the risk assessments young persons policy available to parents before employment.

If workers are over the minimum school-leaving age but under 18, they must not work for more than eight hours a day or 40 hours a week. These hours worked cannot be averaged out and there is no opt-out available. If you employ anybody in this age group you must also give them:

- a break of 30 minutes every four-and-a-half hours worked
- a rest period of 12 hours between each working day
- two days off a week

Under the Children and Young Persons Act no child under 13 may be employed. (Acting being the exception)

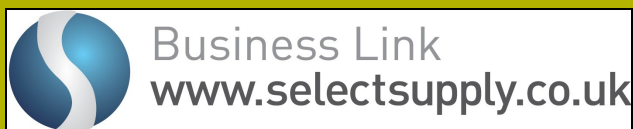
In England, Wales and Scotland young people aged between 13 and the minimum school-leaving age may not do any work, paid or unpaid:

- before 07.00 or after 19.00
- for more than two hours on a school day or Sunday
- before the close of school hours (however, local authority by-laws may allow young people to work for one hour before school)
- for more than 12 hours a week during term time
- for more than five hours (13 to 14 year olds) or eight hours (15 to 16 year olds) on Saturdays and during school holidays on weekdays
- for more than 25 hours in total a week - 35 hours if aged 15 or over - during school holidays
- for more than four hours without taking a break of at least one hour
- in any occupations prohibited by local bylaws or other legislation, for example in any industrial setting, pubs, betting shops, or in any work that may be harmful to their health, well-being or education

Young people aged between 15 and the minimum school-leaving age may not do any work, paid or unpaid:

- for more than one hour before school opening time and at any time between school opening and finishing time
- for more than two hours on a Sunday or school day
- for more than seven hours on a Saturday or school day (except on a school day)
- for more than four hours without taking a break or at least one hour
- in any occupations prohibited by local bylaws or other legislation (for example, in any industrial setting, pubs, betting shops, or in any work that may be harmful to their health, well-being or education)
- for more than 37 hours in any week
- without the written consent of their parents

In addition, young people must have a two-week break from any work during the school holiday in each calendar year.



Member of IOSH

Powys Safety Solutions
The Affordable Answer to Health & Safety Training & Consultancy
Registered Level 2 Green Dragon Environmental Standard