

EMPLOYMENT OF CHILDREN AND YOUNG PERSONS

THE LAW SAYS

That until I reach the school leaving age, the following rules apply if I start work.
An application form signed by my parents and employer should be completed and sent to the Child Employment Officer for City & County of Swansea before I start working.
The Employer must carry out a full risk assessment which must be made available for inspection before an employment permit can be issued and allows me to work legally.

WHEN MY AGE IS	I CAN WORK ON	DURING THE FOLLOWING HRS:
13*	SCHOOLDAYS	Not more than a total of two hours in one day during the following periods: a) In the morning for one hour between 7am and the start of school b) In the evening between close of school and 7pm (Maximum of 12 hours per week).
	SATURDAYS	5 hours a day between 7am and 7pm.
	SUNDAYS	Only 2 hours between 7am and 7pm.
AND	SCHOOL HOLIDAYS	5 hours a day on any weekday (except Sundays) between 7am and 7pm. But totals worked each must not exceed 25 hours During the year, in one school holiday period, they must have two consecutive weeks when they do not work at all.
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*When they are 13 they can only be employed in certain types of work as listed in the bye-laws.

WHEN MY AGE IS	I CAN WORK ON	DURING THE FOLLOWING HRS:
15	SCHOOLDAYS	Not more than a total of two hours in one day during the following periods: a) In the morning between 7am and the start of school b) In the evening between the close of school and 7pm (Maximum of 12 hours per week)
	SATURDAYS	8 hours a day between 7am and 7pm.
	SUNDAYS	Only 2 hours between 7am and 7pm.
AND	SCHOOL HOLIDAYS	8 hours a day on any weekday (except Sundays) between 7am and 7pm. But totals worked each must not exceed 35 hours During the year, in school holiday time, they must have two consecutive weeks when they do not work at all.
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COMPULSORY SCHOOL AGE – The Government has introduced a single school leaving date. The date is the last Friday in June in the school year in which a pupil reaches the age of 16 yrs

CHILDREN CANNOT ENTER FULL TIME EMPLOYMENT UNTIL AFTER THE SCHOOL LEAVING DATE.

WHAT I CANNOT DO
BEFORE COMPULSORY SCHOOL LEAVING AGE

I cannot be employed in paid or unpaid employment including the voluntary sector

- a) In a cinema, theatre, discotheque, dance hall or nightclub except in connection with a performance given entirely by children (They may do this work if they have a proper licence).
- b) To sell or deliver alcohol, except in sealed containers
- c) To deliver milk
- d) To deliver fuel oils
- e) In a commercial kitchen
- f) To collect or sort refuse
- g) In any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level
- h) In employment involving harmful exposure to physical, biological or chemical agents
- i) To collect money or to sell or canvass door to door, except under the supervision of an adult
- j) In work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children
- k) In telephone sales
- l) In any slaughterhouse or in that part of a butcher's shop or other premises connected with the killing of livestock, butchery, or the preparation of carcasses or meat for sale
- m) As an attendant 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
- n) In the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

WHAT I CAN DO

AGED 13 YEARS

I can only do light work of the following type*

- a) Agricultural or horticultural work
- b) Delivery of newspapers, journals and other printed material.
- c) Shop work, including shelf stacking
- d) Hairdressing salons
- e) Office work
- f) Car washing by hand in a private residential setting
- g) In a café or restaurant
- h) In riding stables
- i) Domestic work in hotels and other establishments offering accommodation.

AGED 14, 15 AND 16 YEARS

I can be employed to do light work only*

** Light Work means work which is not harmful to my safety, health or development and which does not affect my attitude at school or my school work experience placement.*

Note: Street Trading If I am to be employed in street trading (eg. markets or car boot sales) my parents/guardians must obtain a copy of the City and County of Swansea bye-laws. These contain rules about this type of work.

This leaflet is for guidance only. There are byelaws regulating child employment, If you want more information or a copy of the byelaws, you can obtain them from; The Child Employment Officer, Mynyddbach Site, Heol Ddu, Treboeth, Swansea, SA5 7HP. Tel ; 01792 771935.
Alternatively visit; www.swansea.gov.uk/childemployment.