

CHILD EMPLOYMENT. **INFORMATION AND GUIDELINES FOR PARENTS** **AND CHILDREN**

A child can gain much from having a part time job, not just by reason of earning money, but also working with other people in the work environment.

A child is a young person who is under the upper limit of compulsory school age. (A child's compulsory schooling finishes on the last Friday in June of the school year during which they have their 16th birthday and does not finish on their 16th birthday. This means that a child who has their 16th birthday (lets say) in October still requires an Employment Licence until the last Friday in June the following year. Receiving a National Insurance Card and number is not a sign that a child can get a full time job and /or leave school.)

The employment of children is covered by strict rules which are there to prevent the child coming to any harm or being exploited and to make sure the child's education does not suffer.

The Local (Education) Authority is the agency which has the role of overseeing children who have a part time job and of prosecuting any employer who may break the rules.

Every child of school age who has a part time job working for an employer must be registered with the Local (Education) Authority and have an Employment Licence. It is the employers' responsibility to apply for an Employment Licence in order to employ the child.

The employer must carry out an assessment of any hazards in the job and tell the parents of the child what (if any) those hazards are. The employer must also make sure that proper clothing and footwear are worn.

Within 7 days of the child starting work the employer must complete a Child Employment Application form which must be signed by the child's parent and sent to the Local (Education) Authority. At the same time the child's parent must also complete a medical questionnaire in respect of the child which must also be sent to the Local (Education) Authority. The application gives the details of the child, the hours of work, the place of work and the type of work.

There are no rules which state how much a school aged child must be paid, this is left to negotiations between the employer and the child.

There are rules which state that a child:-

- Cannot be employed until the child's 13th birthday.
- After working for four hours must then have a break of one hour.
- Must have a two weeks break from work during the child's school holiday.
- Cannot start or report for work before 7.0am. or work after 7.0pm.

For more information about the rules and regulations please go to the General Employment Information Page and the Bye Laws.