

## Legal obligations on teen work

As parents it's important to know the answers to questions you may have regarding the type of work your child can undertake.

We are very focussed on ensuring the legalities of work for teenagers. Below are common questions and we welcome any further questions on our contact us page.



**How old do children have to be before they can work in the UK?**

Children are not legally allowed to work until they are 13.

**What times can children work?**


Children can only work after 7 a.m. and before 7p.m. On a school day they can only work for up to 2 hours.

**How many hours can a teenager (13 and 14 year olds) work?**

### **School Days**

Not more than 2 hours in one day during the following periods: 

Morning: 7am to start of school or

 Evening: close of school to 7pm

### **Saturdays**

Up to 5 hours between 7am and 7pm


### **Sundays**

Up to 2 hours between 7am and 7pm


### **Term Time (including weekends)**

Up to a maximum of 12 hours a week (Including weekends)

### **School Holidays (Including weekends)**

Up to a maximum of 25 hours week. 

5 hours a day, between 7am – 7pm on any day except Sunday.

 On Sundays, 2 hours between 7am – 7pm

15 and 16 year olds may work for up to 8 hours on any day they are not expected to attend school, except Sundays, and up to a maximum of 35 hours in any week.

### The kind of jobs teenagers can do

#### *Delivering Newspapers*

Many teenagers will get up early to deliver newspapers to houses in their local area before going to school. They are known as Paperboys or Papergirls.



#### *Babysitting*

Looking after young children in their home whilst their parents have gone out for the evening is a popular job for teenagers, as they get paid for watching children and television all at the same time. There is no minimum legal age a person has to be before they can babysit. We would recommend a babysitter is over the age of 16, however, if a parent wishes to consider someone under the age of 16 they should carefully assess the capabilities of the babysitter before taking them on.

### Other popular jobs include

- Dog Grooming
- Agricultural or horticultural work
  - Working in a shop
- Working in a hairdressers/barbers
  - Office work
- Washing cars (not in a garage)
  - In a café or restaurant.
- Working in a riding stables.
- Domestic work in hotels.



### What do teenagers need to start working?

They need to have a work permit. An application form for the work permit can be obtained from school or local Education Welfare Office. Check with your Local Authorities website for details.

### How much money do teenagers get paid for working?

It depends on the kind of work but could be anything up to £3 per hour.

The National Minimum Wage does not apply to workers under 16 years of age.



### Child Employment – A Guide for Parents and Pupils

#### Do you need to register to work?

Yes, you do. You cannot apply for a work permit until you have got a job. This is because the application for a work permit requires details of the employer and the proposed occupation. This form must be completed by the employer and signed by the parents. It is the responsibility of the employer to ensure that a work permit is obtained.

If there are no difficulties with the proposed employment, a work permit will be issued which you must carry at all time whilst you are working. The employer will also be notified that a permit has been issued.

The employer has a duty to share with the child's parent/carer an assessment of any risks that the child may face whilst at work.

It may be necessary for the child to attend for a medical examination.

It is important that every child who wants to work obtains a work permit, so that he/she has the protection of appropriate insurance cover in case of an accident whilst at work.

#### Child Employment Regulations

##### **The Children Protection at Work Regulations 1998**

The following points should be noted:

- No child under 13 years may be employed.
- Children over 13 years are subject to certain restrictions but may be employed when registered by the local authority and in possession of a work permit.
  - No child may be employed during school hours.
  - The regulations apply whether children are paid for their service or not.
    - Regulations apply when parents employ their own children.
  - A child who is not registered with the LA, is not covered for industrial injuries.
- No child will be registered with the LA, and issued with a work permit, unless the parents have signed our medical questionnaire.

N.B. Any person who employs a child who is not registered is liable to prosecution.

#### Prohibited Employment

No child of statutory school age may be employed:

- To deliver milk
- To deliver fuel oils
- In a commercial kitchen
- In a slaughterhouse or any part of a butchers shop
- In any work higher than 3 metres above the ground or floor level
  - To collect or sort refuse
  - To collect money or to sell or canvass door to door
- In employment involving harmful exposure to physical, biological or chemical agents
- In any work involving exposure to adult material or situations unsuitable for children
  - In telephone sales
- In a cinema, theatre, dance hall or night club, except in connection with a performance given by children, for which a licence has been granted
  - On garage premises or selling petrol



- In a bar or licensed premises during opening hours
  - In a licensed betting office
- At any machine prescribed as dangerous

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