

# Child employment guidance

## Section 1

### Prohibited Employment

No child of any age may be employed:-

- a) in a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children.;
- 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 any 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 attendance 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.

## Section 2

### Permitted employment of children aged 14 or over

A child aged 14 or over may be employed only in light work.

"Light work" means work which on account of the inherent nature of the tasks which it involves and the particular conditions under which they are performed:

- a) is not likely to be harmful to the safety, health or development of children; and
- b) is not such as to be harmful to their attendance at school, their participation in work experience in accordance with Section 560 of the Education Act 1996, or their capacity to benefit from the instruction received or, as the case may be, the experience gained.

## Section 3

### Permitted employment of children aged 13

A child aged 13 may not be employed except in light work in one or more of the following specified categories:

- a) agricultural or horticulture work;
- b) delivery of newspapers, journals and other printed material, and collecting payment for same, subject to the provisions of byelaw 3(i);
- 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.

## **Section 4**

### **Permitted Hours Of Work on School Days**

A total of two hours - up to one hour before school between 7.00 am and 8.00 am and one hour after end of school but before 7.00 pm, or two hours after end of school and before 7.00 pm.

### **Permitted Hours Of Work on Sundays**

A total of two hours between the times of 7:00 am and 7:00pm.

### **School Holidays and Saturdays**

Between 7.00 am and 7.00 pm

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|-------------|--|
| 13/14 years | a total of five hours a day with a maximum of 25 hours in any one week.                        |
| 15/16 years | a total of eight hours a day with a maximum of 35 hours in any one week.                       |
| 13/16 years | if employed for more than four hours, a break of one hour must be taken after four hours work. |

During the year a child must have 2 consecutive weeks without employment during a period in which he is not entitled to attend school.

## **Section 5**

### **Employment Certificates**

There are two forms which must be completed in order to obtain an employment certificate.

- Application Form EC1
- Health Certification Form EC2

### **Procedure**

1. Parent to complete sections 1 and 2 on the FORM EC1.
2. Employer to complete sections 3 and 4 on the FORM EC1.
3. FORM EC1/ EC2 (HEALTH) with all sections 1 to 4 having been completed by the parent and the employer to be sent to the Education Welfare Service
4. Employment Certificate to be issued to the parent and employer by the Education Welfare Service.
5. Copy to be sent to the school