

PROHIBITED EMPLOYMENTS FOR ALL CHILDREN

No child of any age may be employed as follows:-

- 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 3 metres above ground level or, in the case of internal work, more than 3 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 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.

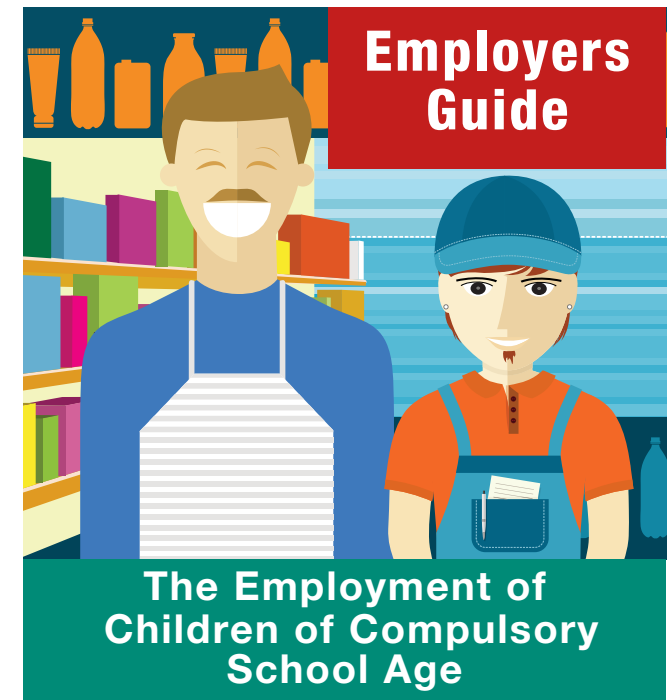
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Pembrokeshire County Council
Cyngor Sir Penfro



Pembrokeshire Pupil Support Service



Pembrokeshire County Council
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This guide outlines some of the legal provisions regarding the employment of children who are still of compulsory school age. This includes all those children who are still in National Curriculum Year 11, even if they are already 16, until the child's school leaving date. A child aged 14 or over may be employed only in light work. A child aged 13 may not be employed except in light work in one or more of certain specified categories of work.

Employment of children of compulsory school age is subject to regulation by the Local Authority.

What is "Employment"?

Employment includes assistance in any trade or occupation which is carried on for profit whether or not payment is received for that assistance.

NOTIFICATION PROCEDURES

Within one week of employing a child THE EMPLOYER must send to the Authority written notification stating:-

- the employer's own name and address
- the name, address and date of birth of the child
- the hours and days on which the child is to be employed, the occupation in which the child is to be employed, details of the task involved

- and, if different from (a) above, the place of employment;
- a statement of the child's fitness to work, and of approval for the child to be employed, completed by the child's parent;
- details of the school at which the child is a registered pupil;
- a statement to the effect that an appropriate risk assessment has been carried out by the employer; and
- 2 recent passport type photos of the child signed on the back by the child and his employer.

On receipt of the above notification, where the authority is satisfied that:

- the proposed employment is lawful;
 - the child's health, welfare or ability to take full advantage of his/her education would not be jeopardised; and
 - the child is fit to undertake the work for which he/she is to be employed;
- it will issue the child with an employment permit which the employer must keep securely at the place of employment and produce for inspection when required to do so by an authorised officer of the authority, or a police officer, and it will issue to the child an identification photo card which will contain the child's name and photograph and date of issue.

Before issuing an employment permit, the authority may require a child to have a medical examination.

INFORMATION

Employment permits are processed by the Pupil Support Service within the authority.

An employment permit will state:

- the name, address and date of birth of the child;

- the hours and days on which the child is to be employed, the occupation in which the child is to be employed, details of the task involved and the place of employment;
- that the child must not work for more than 12 hours in any week in which he/she is required to attend school.

A child may be employed only in accordance with the details shown on his/her employment permit.

No children may be employed under the age of 13.

No child may work before 7:00am or after 7pm on any day (this includes Saturdays and holidays).

No child may work more than 2 hours on a school day (1 hour before and 1 hour after school hours; or 2 hours after school hours).

No child may work more than 12 hours in any week which the child is required to attend school.

No child under the age of 15 may work more than 5 hours a day on Saturdays and in school holidays on any day which is not a Sunday (max 35 hours per week in any week in which the child is not required to attend school).

No child aged 15 or over may work more than 8 hours a day on Saturdays and in school holidays on any day which is not a Sunday (max 35 hours per week in any week in which the child is not required to attend school).

No child may work more than 2 hours on any Sunday (between 7:00am-7:00pm).

No child may work for more than 4 hours in any day without a rest break of one hour; and a child must have at least two consecutive weeks without employment during the school holidays in a year.