



Child Employment Law: A Guide for Parents

Do teenagers need to register to work?

Yes, they do. Teenagers cannot apply for a work permit until they 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 must be carried at all time whilst they 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 or guardian an assessment of any risks that the child may face whilst at work.

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

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

What are the Child Employment Regulations?

The Children Protection at Work Regulations 1998

The following points within these regulations 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 Local Authority, is not covered for industrial injuries.
- ✎ No child will be registered with the Local Authority, and issued with a work permit, unless the parents have signed the medical questionnaire.
- ✎ **NOTE:** Any person who employs a child who is not registered is liable to prosecution.



What is classed as Prohibited Employment?

No child of *statutory school age* may be employed as follows:

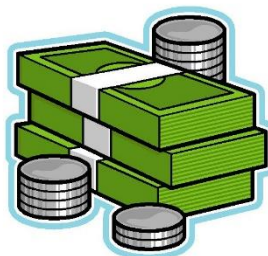
- ✎ To deliver milk
- ✎ To deliver fuel oils
- ✎ In a commercial kitchen
- ✎ In a slaughterhouse or any part of a butchers shop
- ✎ In any work higher than 3 metres above the ground or floor level
- ✎ To collect or sort refuse
- ✎ To collect money or to sell or canvass door to door
- ✎ In employment 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

If you have any concerns whatsoever that your child might be at risk whilst employed, then you should contact your Local Authority to discuss your concerns.

How much money can teenagers get paid for working?

It depends on the kind of work, the following outlines the current National Minimum Wage Rates

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2019	£8.21	£7.70	£6.15	£4.35	£3.90





Further information:

All young people from the age of 13 who are employed part-time out of school hours must have an Employment Permit until they officially leave school.

There is now only one school leaving date which is the last Friday in June of the school year that the child reaches the age of 16. For example, a child turning 16 in October would still need an Employment Permit until the last Friday in June of the following year.

More information can be obtained from your Local Authority website in the Child Employment Permits section.



This information was brought to you by: [Part Time Work for Teenagers](#)
In association with: [The Teenage Recruitment Specialists](#)