



# Child Employment Law: A Guide for Employers

As an employer of Teenagers it is important to know the answers to the questions you may have regarding the type of work they can undertake.

We are very focussed on ensuring the legalities of work for teenagers are met. Below are common questions often asked, and we welcome any further questions you may have, so please do not hesitate to contact us.



**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.

**When can children work?**

Children can only work after 7am and up to 7pm

On a school day they can only work for a maximum of 2 hours.

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

**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

### How many hours can teenagers work? (15 and 16 year olds)

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.

### What kind of jobs can young teenagers do?

The following are just some examples of what a young teenager 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 the young children of a neighbour, whilst their parents have gone out for the evening, is a popular job for teenagers, as they get paid for watching children and television at the same time. There is no minimum legal age a person has to be before they can babysit. We would recommend that a babysitter is over the age of 16, however, if a parent wishes to consider someone under the age of 16 then they should carefully assess the capabilities of the babysitter before taking them on.

### Other popular jobs available to young teenagers include:

-  Dog Grooming
-  Agricultural or horticultural work
-  Working in a shop
-  Working in a hairdressers or barbers
-  General office work
-  Washing cars on driveways (not in a garage)
-  Working in a café or a restaurant.
-  Working at a riding stables.
-  Domestic work, for example 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 Authority's website for further details.

 **STOCKPORT**  
METROPOLITAN BOROUGH COUNCIL

**EMPLOYMENT PERMIT APPLICATION FORM**  
Children and Young Persons Act 1933, 1963

<b>Section 1: Employment Details</b> (To be completed by the employer)	
Business Name	
Nature of Business	
Business Address including Postcode	
Contact Number	
E-Mail	
Place of Work (if different to address above)	
Description of duties to be undertaken:	
Start Date	
<b>Section 2: Employer Declaration</b> (To be completed by the employer)	
<small>I confirm that I, the employer, have undertaken a risk assessment fully complying with the requirements of Regulation 3 of The Management of Health and Safety at Work Regulations 1999, and that in accordance with these regulations I have taken particular account of the inexperience, lack of awareness of risks and immaturity of young persons. I confirm that the findings of that Risk Assessment have been supplied to the parent of the child in respect of whom this application is made.</small>	
<small>NOT if employing 5 or more people (of any age) findings should be recorded in writing and copies available for inspection.</small>	
<small>I also confirm that I have complied with all legal obligations relating to the provision of compulsory employers' liability insurance imposed by the Employers' Liability (Compulsory Insurance) Act 1999, the Employers' Liability (Compulsory Insurance) Regulations 1999 and any other relevant legislation.</small>	
<small>PLEASE BE AWARE THAT A PERSON WHO EMPLOYS A CHILD IN CIRCUMSTANCES WHICH CONTRAVENE THE RULES IMPOSED BY LEGISLATION AND LOCAL AUTHORITY BY-LAWS COMMITS A CRIMINAL OFFENCE AND MAY BE LIABLE TO PROSECUTION.</small>	
Signature of Employer:	Date:
Please Print Name	

## 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

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



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