

PROTECTION OF YOUNG PERSONS (EMPLOYMENT) ACT, 1996

Summary of main rules on employing people under 18

Age limits

For a regular job, the general minimum age is 16. Employers can take on 14 and 15 year olds on light work:

- part-time during the school term (over 15 years only)
- as part of an approved work experience or educational programme
- during the school holidays, provided there is a minimum three week break from work in the summer.

Any child under 16 may be employed in film, theatre, sports or advertising under licence.

Maximum hours of work per week

Under 18s may not be employed for more than 40 hours a week or 8 hours a day, except in a genuine emergency. The maximum weekly working hours for 14 and 15 year olds are:

Age	14	15
Term-time	Nil	8 hours
Holiday work	35 hours	35 hours
Work experience	40 hours	40 hours

Early morning and night work

The hours permitted are:

Age	Under 16s	16 and 17s
Early morning	after 8 am	after 6 am
Nightwork		
- with school next morning	up to 8 pm	up to 10 pm
- no school next morning <i>e.g. holidays, weekends</i>	up to 8 pm	up to 10 pm (and not before 7 am next morning)

During school holidays, and on weekend nights where the young person has no school the next day, 16 and 17 year olds may work up to 11p.m. at night (however, please note that night work beyond 10p.m. requires Ministerial approval by regulation). The ban on early morning work then moves forward to 7a.m.

Specific regulations have been made for licensed premises. Please contact telephone numbers below for further details.

Rest breaks

	Under 16s	16 and 17s
30 minutes break after working	4 hours	4½ hours
Every 24 hours	14 hours off	12 hours off
Every 7 days	2 days off	2 days off

Exceptions

The full provisions of the Act do not apply to:

- employment of close relatives
- employment in fishing, shipping, or the Defence Forces.

Duties of employers

Employers must:

See a copy of the birth certificate and, before employing someone under 16, must get the written permission of the parent or guardian.

Keep a register containing the following particulars of each person under 18 employed:

- full name
- date of birth
- time work begins each day
- time work finishes each day
- rate of wages or salary paid per day, week, month or year, as appropriate
- total amount of wages or salary paid to each person

Summary of Act To Be Given To Workers Under 18

Regulations made under the Terms of Employment (Information) Act, 1994 require employers to give to their workers aged under 18 a copy of the official summary of the Protection of Young Persons (Employment) Act together with the other details of their terms of employment within one month of taking up a job.

Every employer who has employees aged under 18 must display the official summary (abstract) of the Act at the work place where it can easily be read. Copies of the abstract in both leaflet and poster format are available from the National Employment Rights Authority (NERA).

Locall 1890 80 80 90 www.employmentrights.ie

Complaints

Complaints about breaches of the Act may be made in confidence to the National Employment Rights Authority (NERA). Locall 1890 80 80 90 www.employmentrights.ie. Inspectors have powers to go into places of work, question employers and employees and examine records.

Parents may refer certain breaches of the Act to a Rights Commissioner.

Penalties

A person found guilty of an offence under this legislation shall be liable on summary conviction to a fine not exceeding €4,000 and an extra €500 per day for a continuing offence.

This gives a brief outline of the law and is not a legal interpretation. In cases of doubt or where further information is required, persons should refer to the Acts or contact Information Services, National Employment Rights Authority, O'Brien Rd. Carlow.

Locall: 1890 80 80 90

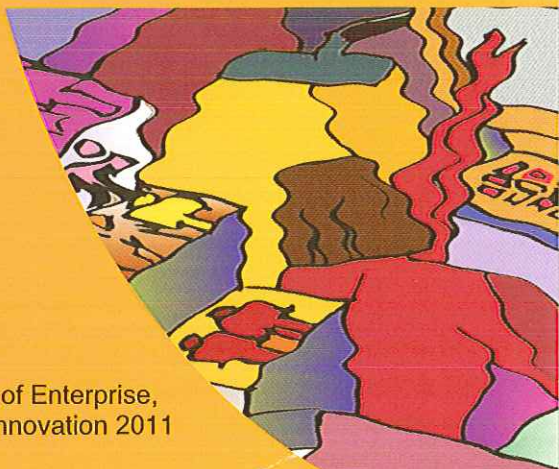
Website: www.employmentrights.ie

A poster of this Summary for display purposes is available from the Information Unit.



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