

Jobs and your Rights

An Introduction for Year 11 Edgbarrow School

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Edgbarrow
School

So you want to work



But is there a catch?





Employment rights for young people

- > If you're under 18 and thinking of getting a job or are already working, there are certain restrictions on what work you can do, where you can do it and for how long each week.
- > The Children and Young Persons Act (1933)



- > The general rule is that a young person under school leaving age (16) can get a part-time job from the age of 14.
- > However, you can only be employed in what is considered **‘light work’**. This means that you cannot do any job that may affect their health and safety or interfere with their education.

- > Young people over 14 can:
 - deliver newspapers and leaflets
 - work in a shop, including stacking shelves
 - work in an office
 - do hairdressing
 - work in a café or restaurant, but not in the kitchen
 - work in hotels and other places offering accommodation.



15 and 16 year olds

- > There are a lot of rules that control working hours of children but the basic ones are:
 - during term time, you can only work for 2 hours on weekdays and Sundays and for 8 hours on Saturdays
 - during a school holiday, you can work for up to 8 hours on a week day or a Saturday and no more than 2 hours on a Sunday
 - you cannot work before 7.00 am or after 7.00 pm
 - You are allowed to work for up to 12 hours a week in term time and 35 hours during the school holidays.

Minimum Wage



- > You become eligible for the National Minimum Wage (NMW) when you're older than school leaving age. The rate of NMW will then depend on your exact age.
- > There isn't a National Minimum Wage for people under 16 who are younger than the school leaving age.
- > Current Minimum Wage:

Age	Current rate	Rate from 1 April 2019
25 and over	£7.83	£8.21
21 to 24	£7.38	£7.70
18 to 20	£5.90	£6.15
Under 18	£4.20	£4.35
Apprentice*	£3.70	£3.90



- > All employers have a responsibility to make sure that their employees' health and safety are protected at work. This means that you should expect **thorough training** that shows you any hazards that you may encounter during your job and the correct ways to do your job safely.

- > You also have health and safety responsibilities as an employee.
- > These include:
 - making sure you use the proper methods to carry out tasks, like lifting heavy boxes or using sharp knives
 - not putting anyone else at risk of injury
 - making sure you're not wearing any clothing or jewellery that is unsuitable for the work you're doing
 - reporting any accidents or injuries to your manager

- > [Employees' health and safety responsibilities](#)

TIME OFF & HOLIDAYS



- > If you have left school and are working full time, you have the right to at least 5.6 weeks' paid annual leave. This works out to be 28 days in a year if you work five days per week.
- > Thus will generally be **8** Bank Holidays and **20** days Holiday a year
- > Some employers may offer more as part of your employment contract.
- > If your company offers little or no training, you may also get time off to work and study if you decide to take any further education courses.



> Breaks from work

- You will normally have a variety of different breaks from work. These can be broken down into three types:
- **rest breaks** - lunch breaks, tea breaks and other short breaks during the day
- **daily rest** - the break between finishing one period of work and starting the next - for most people this is overnight between weekdays
- **weekly rest** - whole days when you don't come into work - for many people this will be the weekend

- Daily and weekly breaks are almost never paid, unless you have to remain 'on call'. The first type is often paid but does not have to be unless your contract says so.

TIME OFF & HOLIDAYS



- > Young workers who need to work for more than four and a half hours will get a rest break of 30 minutes.
 - If you are working for more than one employer, the time you work for each one should be added together to see if you can have a rest break.
- > **Rest breaks** must be:
 - taken in one block
 - taken somewhere in the middle of your work period, not at the end
 - spent away from the place where you work, if you want them to be
 - taken when your employer says you can, as long as it meets these conditions
- > **Daily rest**
 - Young workers get 12 uninterrupted hours rest in each 24 hour period in which you work. These 12 hours may be interrupted if your periods of work are split up over the day or do not last long.
- > **Weekly rest**
 - Young workers must take two days off each week.
 - This cannot be averaged over a two-week period meaning you can't work an extra day one week and take more days off the following one, even if you are trying to earn a little extra cash. These two days rest should also be taken together with no working in between them.



> The laws around night working and night workers are very complicated.

- Generally speaking, young workers can't work between 10.00 pm to 6.00 am but you can agree to change this to between 11.00 pm to 7.00 am.

However, there are a few exceptions if you work in:

- hospitals
- agriculture
- retail
- hotels or catering
- post or newspaper delivery
- cultural, sporting, artistic or advertising activities



References



<https://www.nidirect.gov.uk/articles/employment-rights-young-people>

<https://childlawadvice.org.uk/information-pages/child-employment/>

<https://worksmart.org.uk/work-rights/young-workers/childrens-work-rights/what-work-can-15-and-16-year-olds-do>



QUESTIONS?



GOOD LUCK

