

16 (and left school) and 17 year olds:

- Can work a maximum of 8 hours a day, and no more than 40 hours a week.
- You should have 12 hours rest between each working day, and must have two days during the week when you do not work at all.
- You're allowed a 30-minute break when you work for more than 4 and half hours at a time.
- You can't usually work after 11pm, and shouldn't start again until 7am. You should not work between the hours of midnight and 4am.

Under 16s and those under school leaving age

- Cannot work during school hours at all, and only 2 hours on a school day and 12 hours in total for a school week.
- You're also not allowed to work more than 2 hours on a Sunday, or more than 8 hours in any day alone.
- During holidays, you cannot work more than 35 hours a week, and should get a break of one hour for every 4 hours you work.

Pay

- 16-17 year olds are entitled to £3.30 per hour (rising to £3.40 on 1st October 2007)
- 18-21 year olds are entitled to £4.45 ph (rising to £4.60 on 1st October 2007) and 22 year olds and over are entitled to £5.35 ph (rising to £5.52 on 1st October 2007)

Under 16s are not entitled to a minimum wage.

What kind of pay are you entitled to?



Supported by:



Young People's Employment Rights

Holiday

Under 16s (below school leaving age) are not entitled to paid holiday leave, but if you are over school leaving age you are entitled to paid holiday.

It all depends on how often you usually work (i.e. if you work 5 days a week, you're entitled to 4 weeks holiday pay)

Working in a bar

If you're 16 or 17, you cannot work in a bar whilst it serves alcohol, unless the work you do is part of an approved training scheme.

Study Leave

If you're 16 or 17, and you want to do more training, you're entitled to reasonable time off in order to do this, which should be paid at your normal hourly rate.

What work can you do

16-18 year olds (over school leaving age and under 18) You can work most places, providing that you're capable of doing it. However there are some restrictions on work, which involves hazardous or dangerous activities.

If in doubt do your research!



Under 16s

Light work is pretty much the extent of work which you're legally allowed to do. For example, you cannot usually work:

- In factory or construction work
- In transport
- In a mine

Your employer must also obtain a permit, which your parents need to sign.

Under 14s

Are not allowed to work at all except in:

- Taking part in sport, advertising, modelling, plays, films, television or other entertainment.
- Doing odd jobs for parents and neighbours etc.
- To do babysitting (this is legal to do at any age, but if you feel the child is not being looked after it's important to say)

Most councils also allow younger people to do a paper-round. But check out local bye-laws for more information



Websites

www.dorsetforyou.com

www.adviceguide.org.uk/index/life/employment



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The information provided in this leaflet is for very general guidance only on your rights and your responsibilities. It is not legal advice. If you require more details on your rights or require legal advice about what action to take then you must contact an advisor or a solicitor.