

Permitted hours of employment to ensure the health, wellbeing, safety and education of children

All those aged 14 years and above

Mondays to Saturdays – not before 7am or after 7pm

Sundays – 2 hours only – not before 7am or after 7pm

Term time

School days – children cannot be employed for more than 2 hours on a day that they have to go to school, or on a Sunday.

Saturdays and school holidays

14 years

Saturdays and school holidays – 5 hours maximum daily

Not more than 25 hours per week

15 years-plus

Saturdays and school holidays – 8 hours maximum daily

Not more than 35 hours per week

Those under 14 years may be employed to carry out light work on a part-time basis if local byelaws allow.

No child shall be employed for more than 4 hours without at least a 1-hour break of rest and recreation.

No child shall be employed on a Sunday for more than 2 hours between 7am and 7pm.

Every child must have at least 2 weeks' consecutive holiday per year.

No child shall be employed for more than 12 hours' work in any one week during term time.

Local byelaws

In order to comply with legislation, local authorities have the power to make byelaws in relation to the employment of children in their area.

Byelaws may distinguish between children of different ages and sexes and between different locations, trades, occupations and circumstances. They may, therefore, further restrict the conditions and hours of work that may be undertaken and the nature of employment permitted.

Local authority byelaws may contain a prohibited list of employments in which no child of any age may be employed.

The contents and structure of byelaws may vary from local authority to local authority. Parents/carers and employers should therefore check with the relevant local authority to find out if there are any local rules that might apply to them.