

under EIGHTEEN



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 |
| Night work <ul style="list-style-type: none"> <input type="checkbox"/> with school next morning <input type="checkbox"/> no school next morning <i>e.g. holidays, weekends</i> | up to 8 pm up to 8 pm | up to 10 pm up to 11 pm <i>(and not before 7 am next morning)</i> |

Please note: night work beyond 10 pm requires Ministerial approval by regulation.

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



REST BREAKS

| Age | 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 |



If you want further information contact:

National Employment Rights Authority (NERA)
O'Brien Road
Carlow
1890 80 80 90
www.employmentrights.ie

"Callers should note that the rates charged for the use of 1890 (lo-Call) numbers may vary among different service providers."

| Duties of Employers | Complaints | Exceptions and Penalties |
|---|---|---|
| <p>Employers must:</p> <p>See a copy of the birth certificate and, before employing someone under 16, must get the written permission of the parent or guardian.</p> <p>Keep a register containing the following particulars of each person under 18 employed:</p> <ul style="list-style-type: none"> <input type="checkbox"/> full name <input type="checkbox"/> date of birth <input type="checkbox"/> time work begins each day <input type="checkbox"/> time work finishes each day <input type="checkbox"/> rate of wages or salary paid per day, week, month or year, as appropriate <input type="checkbox"/> total amount of wages or salary paid to each person | <p>Complaints about breaches of the Act may be made in confidence to:</p> <p>Inspection Services National Employment Rights Authority (NERA) O'Brien Road Carlow 1890 22 01 00 www.employmentrights.ie</p> <p>The Department's Inspectors have powers to go into places of work, question employers and employees and examine records.</p> <p>Parents may refer certain breaches of the Act to a Rights Commissioner.</p> | <p>The full provisions of the Act do not apply to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> employment of close relatives <input type="checkbox"/> employment in fishing, shipping, or the Defence Forces <p>Offenders could face fines of up to €1,904.61, and an extra €317.43 a day for a continuing offence.</p> |

