The employment of young people
The employment of young people

Key aims:
• to know that pupils need a work permit to work whilst at school
• to know at least five jobs this year group can do
• to consider health and safety issues relevant to various jobs
• to know how to apply for a work permit
• to understand why there are laws about employment.
Benefits of part time work

money

social skills

work experience

reference
Up the chimneys?
The law

**Restricts:** the type of job and hours

**Makes:** the employer responsible

**Says:** no one under 13 may be employed
Employers can be fined £12,400
How many hours can I work?

• two hours on a school day
• five or eight hours on Saturday
• two hours on Sunday
• 12 hours a week in term time

But remember not before 7am or after 7pm
What work can I do?

- news delivery
- washing up
- shop work
- waiting on tables
- office work
- hairdressing
What work can’t I do?

- pub/bar work
- cinema
- commercial kitchen
- refuse work
- milk delivery
- factory work

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What’s in the news?

Bosses hired schoolboys to get rid of deadly asbestos.

Girl lost fingertips.

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Risk assessment

Girl’s arm is skinned during visit to factory

A 14-YEAR-old girl’s arm was skinned to the elbow by a meat machine at a Hilsse factory.

Venture Meats Limited, of Venture Industrial Park, was today fined £800 by Portsmouth magistrates for not fencing off a de-boning machine, in which the girl’s arm was caught.

By SAMANTHA POWELL

was not named, was taken to Odsstock Hospital, Salisbury, and given a skin graft. She was the daughter of a woman who was working on a night shift at the factory.

It was half-term and she had asked a baby-sitter to drive her to the factory to get some painkillers for a toothache from her mother’s
What do you need?

A work permit

Until the end of year 11
What are my rights?

- an hour break
- a safe working environment
- two weeks holiday (unpaid)

- no right to a minimum wage until you leave school £3.40
- no sick pay
- no pension

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After year 11

Minimum wage

aged 16 and 17 years = £3.68 per hour
aged 18 to 20 years = £4.98 per hour
aged 21 plus years = £6.68 per hour
apprentices 16 to 19 years = £2.60 ph
as at 1 April 2012
Income tax

What does it pay for?
Who pays it?
You can earn £8105 per annum before you pay tax
How much?
  £8,105 to £42,475 = 20%
National insurance

• receiving your national insurance number

• what if you don’t get one? – Job Centre

• liable for national insurance deductions when you reach 16 years of age

• threshold £139 per week – 12% charged (less if you join your employers pension scheme)

• what does this pay for - pension, job seekers allowance, national health service
Remember

Your school work must not suffer

Stay safe

get a work permit

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