

Employment of Young Persons

There are a number of different regulations and codes of practice that highlight the need to consider the appropriate use of young persons in the workplace, and the activities they may carry out.

The definition of Young Persons varies depending on where you are seeking to employ them. In some cases the recommendations allow for differing levels of responsibility depending on THE TASK THEY MAY BE REQUIRED TO PERFORM, THEIR AGE, THEIR EXPERIENCE, THEIR PHYSICAL CAPABILITIES and in some cases THEIR PERSONAL DEVELOPMENT.

The requirement across all legislation is that you;

1. Complete a specific risk assessment for each young person considering all the aspects listed above.
2. Make a written record of that assessment.
3. Discuss the outcome of the assessment with the young person so that they understand the need to comply with the control measures.
4. Ensure the young person is working under close supervision where the levels of risk identify the need for special controls.
5. Ensure the young person understands that completing tasks that you have specifically prohibited is not acceptable and that they should not be tempted to “HAVE A GO” etc.

There are some specific prohibitions to be considered when assigning duties:

Under 16 Years of Age

Duties Prohibited	<p>Driving or operating mechanical equipment including Tractors</p> <p>Using or assisting the use of pharmaceuticals or industrial harmful substances.</p> <p>Lifting or carrying of awkward or heavy items. Some bales of hay may fall into this category.</p> <p>Public trailer supervision [They may assist a supervisor but not be the only person present].</p> <p>Play equipment inspection.</p> <p>Dealing with members of the public who wish to make complaints.</p>
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Under 17 Years of Age in Kitchens

Duties Prohibited	<p>Driving or operating mechanical equipment including Tractors</p> <p>Lifting or carrying of awkward or heavy items. Some bales of hay may fall into this category.</p> <p>Any work in a commercial kitchen environment unless they are under instruction as part as a formal training program and are working under close supervision.</p> <p>Cleaning or operating large commercial food cutting equipment.</p> <p>Kitchen hygiene Inspections [unless under direct supervision and only as part of a recognised training program].</p> <p>Dealing with members of the public who wish to make complaints.</p>
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Under 18 Years of Age

Duties Prohibited	<p>Driving or operating mechanical equipment including tractors without direct strict supervision.</p> <p>Driving or operating Public Transport Equipment.</p> <p>Direct contact or assisting the use of pharmaceuticals.</p> <p>Bale lifting and carrying [physical capabilities depending].</p> <p>Public trailer supervision [you may assist a supervisor but not be the only person present].</p> <p>Play equipment inspection.</p> <p>Dealing with members of the public who wish to make complaints.</p>
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Duties Envisaged as Acceptable	<p>Serving people in the shop / cafeteria</p> <p>Cooking or making filled rolls [under supervision]</p> <p>General housekeeping</p> <p>Animal feeding and management, excluding any heavy manual lifting or manoeuvring</p> <p>Animal enclosure cleansing [although strict supervisory checks are advisable to maintain standards]</p> <p>Hand cleansing dispenser refilling</p> <p>Supervising the public in animal petting locations</p> <p>Animal Feeding [excluding any heavy manual handling]</p> <p>Interior play area supervision [under supervision]</p> <p>Other similar duties</p>
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Additional Instructions

- Young persons must take your allotted breaks throughout the day
- Young persons must not carry out a task they are not trained to complete.
- Young persons must not complete any task that has been identified as requiring the young person's supervision without a supervisor being present.