

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 18's 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 16's	16 and 17's
Early morning	after 8 am	after 6 am
Night work		
■ with school next morning	up to 8 pm	up to 10 pm
■ no school next morning e.g. holidays, weekends	up to 8 pm	up to 11 pm* (and not before 7am next morning.)

*Please note: night work beyond 10 pm requires Ministerial approval by regulation. Specific regulations have been made for licensed premises. Please contact telephone number below for further details.

REST BREAKS

Age	Under 16's	16 and 17's
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

Duties of Employers	Complaints	Exceptions and Penalties
<p>Employers must: 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">■ full name■ date of birth■ time work begins each day■ time work finishes each day■ rate of wages or salary paid per day, week, month or year, as appropriate■ 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>Workplace Relations Commission</p> <p>There is an online complaint form available on the website for referring complaints to either Inspection Services or to an Adjudicator.</p> <p>www.workplacelrelations.ie</p> <p>The Commission's Inspectors have the powers to go into places of work, question employers and employees and examine records.</p>	<p>The full provisions of the Act do not apply to:</p> <ul style="list-style-type: none">■ employment of close relatives■ employment in fishing, shipping, or the Defence Forces. <p>Offenders could face a Class B fine, and a Class E fine for each day of a continuing offence.</p> <p><small>Please note: This poster gives a brief outline of the law and is not a legal interpretation.</small></p>

If you want further information contact:

WRC

An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Workplace Relations Commission,
O'Brien Road
Carlow
R93 E920
081 8 80 80 90

www.workplacelrelations.ie

*Callers should note that the rates charged for the use of 0818 numbers are the same as calling any other landline *