

The Basics

- ✓ Age and work type
- ✓ The youngest a child can work part-time is 13 years old for light work (examples: shop duties, delivering newspapers). Check local bylaws and school policies.
- ✓ Children can work full-time only after reaching the minimum school leaving age in your area.
- ✓ Children under 16 are generally not entitled to the National Minimum Wage. (If there are local exceptions, specify them with sources.)
- ✓ Young workers aged 16 to 17 are entitled to at least the minimum wage for their age group - £7.55 per hour. If you're a registered employer, you'll need to record and report their pay as part of [running payroll](#). If they earn more than £96 a week, you'll also need to do other regular PAYE tasks like making deductions.

Payroll obligations

- ✓ If you're a registered employer, you must record and report their pay as part of running payroll.
- ✓ If they earn more than the weekly threshold in your area, you'll need to perform regular PAYE tasks (e.g., deductions). Confirm the exact threshold and requirements for your location.

Restrictions on employing children

Children are not allowed to work:

- ✓ Without a required employment permit (if local bylaws require one)
- ✓ In places like factories or industrial sites (or other restricted work environments)
- ✓ During school hours
- ✓ Before a defined start time (e.g., before 7am) or after a defined end time (e.g., after 7pm) – check local rules
- ✓ More than a certain amount of time before school (e.g., more than 1 hour) unless allowed by local bylaws
- ✓ More than a set number of hours without a break (e.g., more than 4 hours without a break of at least 1 hour)
- ✓ In work that may harm health, well-being, or education
- ✓ Without taking a mandated break and holiday rest periods (e.g., a 2-week break from work during school holidays per year, or as required by local rules)

Term-time rules

- ✓ During term time, work hours are limited. Typical framework (to be confirmed for your area) may include:
- ✓ A total weekly cap (e.g., up to 12 hours)
- ✓ Sub-limits by day: e.g., up to a certain number of hours on school days and Sundays
- ✓ Limits for Saturdays by age (e.g., up to 5–8 hours depending on age)

School holiday rules

- ✓ During school holidays, different weekly limits apply by age. Typical examples (to be confirmed for your area) include:
- ✓ For younger children (e.g., 13–14): up to 25 hours/week with daily caps

- ✓ For older children (e.g., 15–16): up to 35 hours/week with daily caps

Daily and weekly limits for 16–17-year-olds

- ✓ A typical framework may restrict to 8 hours per day and 40 hours per week
- ✓ Breaks: at least 30 minutes if the shift exceeds 4.5 hours
- ✓ Rest: 12 hours of rest within a 24-hour period
- ✓ Weekly rest: 48 hours (two days) of rest, or, if needed for business reasons, at least 36 hours with the remaining 12 hours taken as soon as possible afterwards
- ✓ At 18, general adult employment rights apply

Local rules on the types of work

- ✓ Local bylaws may list prohibited jobs for children. Some work may be categorically banned for underage workers.
- ✓ Local bylaws may impose additional restrictions on hours, conditions, and employment types.
- ✓ For the most current guidance, contact your local council's education department or education welfare service.

Payment when employing children

Children under 16

- ✓ They are generally not entitled to the National Minimum Wage.
- ✓ They do not typically pay National Insurance, so you only include them on payroll if their total income exceeds their Personal Allowance (for income tax purposes). (Fill in current Personal Allowance amount for your tax year.)

Once someone reaches 16

- ✓ Young workers aged 16 to 17 are entitled to at least the minimum wage for their age group.
- ✓ If you're a registered employer, you'll need to record and report their pay as part of payroll. If they earn more than the weekly threshold, you'll perform regular PAYE tasks like deductions.

Notes and next steps

- ✓ The exact ages, hours, wage rates, permits, and rest rules vary by jurisdiction and year. Please provide:
- ✓ Country, region/state, and any local council (if applicable)
- ✓ The current tax year or Pay-Related rules you follow
- ✓ The current minimum wage rates for 16–17 and for other applicable ages
- ✓ I will deliver a fully filled-in, jurisdiction-specific version with up-to-date figures and source citations, ready to print.

How you can proceed

- ✓ Tell me your exact jurisdiction (country, state/region, and local authority) and the current figures for:
- ✓ Minimum wage by age
- ✓ Permit requirements (yes/no and how to obtain)

- ✓ Term-time and holiday hour limits
- ✓ Break and rest period rules
- ✓ Weekly and daily hour limits
- ✓ Personal Allowance (tax) figures

Full details can be found here - <https://www.gov.uk/child-employment>