

Working Hours for Young Workers 16-18

**Are you aged between 16 and 18 and have a job or want to get one?
Want to know what your rights are on how many hours you should be working?**

Want to know how many rest breaks you should have?

This leaflet can help you find out what the law says about the number of hours you should be working and what rest breaks you are entitled to.

Did you know...

- The UK has laws about what jobs and hours young people can do.
- Some employers don't know the laws about young people at work, so this information will make sure you are informed and know how the law protects you.

Who do the laws cover?

- All young workers (except those who are genuinely self-employed) - a young worker is someone who is old enough to leave school but under 18 years old.
- Part-time, casual, temporary and agency workers.
- Apprentices and those on other training programmes.
- Workers in the transport sector.

How many hours can I work?

- Young people can't work more than eight hours a day.
- Unlike adults, there is no opt out for this.
- If you work for two different employers on the same day, you still can't work for more than a total of eight hours.

Can I work at night?

In many jobs night work is not allowed between 10.00pm and 6.00am, or 11.00pm and 7.00am. You are only allowed to work at night if you work in certain sectors, which include:

- the Armed Forces
- hospitals
- retail trade

- hotel and catering businesses
- bakeries
- fisheries
- newspaper or postal deliveries
- work in connection with cultural, artistic, sporting or advertising activities.

What rest breaks am I entitled to?

- A rest break of 30 minutes if you are asked to work more than four and a half hours at a stretch. Rest breaks are not in addition to lunch breaks.
- 12 uninterrupted hours off each 24 hour period in which you work.
- 40 hours off work in each seven day period.

Time off and holidays

If you are 16 or over, have left school and are working full-time, you have the right to a minimum of 28 days paid annual holiday, (Bank holidays may be included in this).

Who can I contact if I want more information?



W: www.gov.uk/maximum-weekly-working-hours

W: www.themix.org.uk Select 'Work and Study'

T: 0300 123 1100 - The ACAS Helpline