



<b>Policy:</b>	<b>Young Persons at Work</b>	<b>Reference:</b>	<b>YPSES0071</b>
		<b>Review Date:</b>	<b>01/2023</b>

**Purpose.**

To ensure the safety of young person's whilst at work.

**Scope.**

This procedure shall apply to all SES Engineering (Newark) Ltd sites and offices.

*The company has a policy to not employ any worker under the age of 18, however it may be a rare situation where subcontract labour dictates young persons working and therefore this procedure will apply.*

**References.**

Young People at Work HS (G) 165.

Management of Health & Safety at Work Regulations 1999.

Health & Safety at Work Act 1974.

Working Time Regulations.

SES Engineering (Newark) Ltd Health, Safety & Welfare Policy.

**Definition.**

A young person is a person who has not reached the age of 18.

**Procedure.**

- No young person shall be employed unless a specific risk assessment has been carried out to protect them from all hazards.
- Young persons have none or little experience in a work environment and risk assessments must include:
  1. Lack of awareness of work hazards.
  2. The inexperience and possible immaturity.
  3. The works layout.
  4. The organisation of process or activity.
  5. The need for health & safety training.
- Young persons must be protected against:
  1. Ionising radiation.
  2. Chemical agents.
  3. Biological agents.
  4. Lead.
  5. Asbestos.
  6. Handling equipment for storage and use of compressed, liquified or dissolved gases.
  7. Work in tanks, vats or reservoirs containing or have contained chemical agents that are toxic, very toxic or corrosive.
  8. Work where there is a risk of a collapsing structure.
  9. Work with extremely high voltage electricity.

**NB:** *The above list is intended for guidance and not conclusive.*

- Employers must also protect young persons against their own lack of experience, knowledge, and awareness of risk.
- Young persons shall not work between the hours of 22:00 and 06:00 unless their health and capabilities have been assessed.
- Young persons should have a rest period of 12 hours consecutive in any 24 and 48 hours in every 7-day period.
- Young persons are entitled to a 30-minute break if their working time is more than 4.5 hours in every 7-day period.



- Young persons must be under the constant supervision of a competent person and are therefore excluded from lone working. If the young person is being trained to operate ride on mobile plant, there must be provision of a seat and seat restraint provided for both the operator and the trainer.