



Victorian Child Employment Laws in Force

- The Child Employment Act 2003 (effective on 12 June 2004) aims to ensure that work does not negatively affect a child's education and that the health, safety and moral welfare of children at work is protected
 - Applies to the "employment" of children under 15 years of age. Once a child reaches 15 years, the Act no longer applies. Employment is defined as work in a business carried out for profit, and can include both paid and unpaid work
 - Minimum employment age for young people in Victoria is 13 years old (with some exceptions e.g. children in a family business, entertainment industry)
- " Children may only perform 'light work'; (also applies to children working with their parents). Light work is defined under the Act as work or any other activity that:
- (a) Is not likely to be harmful to a child's health or safety, moral or material welfare or development
 - (b) Is not such as to prejudice the child's attendance at school
- Errands, casual work in or around a private home, clerical work, gardening, street trading, delivering newspapers, pamphlets or other advertising material and making deliveries for a registered pharmacist, working as a sales assistant in a shop - all qualify as 'light work'.

The maximum number of hours a child can work are as follows:

During school term

- Maximum of three hours per day and 12 hours per week
- Inclusive of rest breaks

Outside school term

- Maximum of six hours per day and 30 hours per week
- Inclusive of rest breaks
- Starting and finishing times must be:

All employment (other than street trading)

- No earlier than 6am
- No later than 9pm

Outside school term

- No earlier than 6am or sunrise (whichever is later)
- No later than 6pm or sunset (whichever is earlier)
- Children must receive a minimum rest break of 30 minutes for every three hours worked and at least 12 hours break between finishing one shift and commencing the next. Children must not be employed during school hours on a school day without an exemption
- The existing child employment permit system is retained with some adjustments, in particular the need for a police check. Employing children without a permit could result in a penalty of up to \$10,000 under the Act.

For further information please refer to our website or alternatively call Allison at our office on 9824 4411.



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