

UNITECH INDUSTRIES GROUP

YOUNG PEOPLE IN THE WORKPLACE

1. LEGAL DEFINITION

A definition of a young person is that of someone who has not attained the age of 18.

2. SPECIAL REQUIREMENTS

Because of their lack of experience, or absence of awareness of existing or potential risks or because they may not have yet fully matured as an individual, the Young Persons at Work Regulations state that Young People may not be employed in a number of work activities. The regulations state:

- Young persons must work under supervision at all times.
- Young persons are not permitted to drive transport or lifting equipment unless fully trained and supervised, with written consent of the management.
- The asbestos regulations prohibit young persons from becoming involved in any process where Asbestos dust may be present.
- No young person can be involved in the application of lead paint.
- No young person can be allowed to operate circular saws, bench grinders or turning machinery unless approved training has been successfully approved. They must be supervised in this practise at all times.
- No Young person may adjust Work Equipment or any safety devices unless fully trained and supervised.
- Hours of work (not greater than 40, must include 2 rest days in 7) Young people are prohibited from working more than eight hours a day, and a maximum working week of 40 hours applies, regardless of whether the young person is employed by one employer or more than one.
- a daily rest break of 12 consecutive hours (i.e., the break between finishing work one day and starting work the next day);
- a rest break of at least 30 minutes if the working day lasts longer than four and a half hours.
- In addition, they must not be employed at night between 10 pm and 6 am or, where their contract requires them to work after 10pm, between 11 pm and 7 am. Some sectors, including hospitals, agriculture, retail trading, hotels, catering, bakeries, fisheries, and newspaper and postal deliveries, are exempted from these night-working restrictions. Even in these sectors, however, it is unlawful to permit a young person to work during the period between midnight and 4 am. Where a young person in one of the above sectors is asked to work at night, he or she must be supervised by an adult worker if such supervision is necessary for his or her protection.
- Special attention must be given to duties involving working with vibrating tools and chemicals.
- There is no facility for a young person to opt out of these provisions and no provision for averaging working hours over several weeks.
- Lifting operations must be fully assessed to take into account their physical limits

3. RESPONSIBILITIES

Those employees, who are employed in the day-to-day supervision and training of employees defined as Young People, shall ensure that this policy is actively enforced.

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4. DISCIPLINARY ACTION

Unitech Industries will take disciplinary action if serious or frequent breaches of this policy take place.

Approved and Signed on behalf of the Unitech Industries Group

Nick

Nick Imlah
Group Managing Director

Date:

17/3/23

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