

### **Employment Law Young Person at Work**

The areas of employment law which apply to young person at work (a science technician in the work place) are as follows:

The overall rules of employment for a young person (science technician). This area includes information on health and safety, if young science technicians are allowed to start work and how many hours they are permitted to work.

The laws set by the government are very strict and rigid about the rules and regulations. If any of the rules are broken or allegations are made, prosecution can follow, and if the accused are found guilty a highly priced fine or the shutting down of a business may occur.

Health and Safety is a very important issue to be reviewed in a legally binding contract by a company/organisation. If the young person at work is under 18, there are certain regulations in which both the science technician and employer must follow. An examples of this is: -

Any form work in which the science technician is not capable of doing either physically or mentally.

The rules on hours of work and rest breaks play a huge part in a contract of work. Hence, this is why they have to be made very clear to both the employee and employer at the time of writing. Companies, business and organisations must legally bind to contract they sign. The young person at work must not work for more than 8hrs a day, or more than 40hrs a week.

A young person at work under the age of 18, has the right by law to earn the minimum wage of £3.00 an hour.

responsibilities and employment laws must be upheld at all times in the work place for many reasons. These laws are highly important to the young person at workplace but slightly differ in comparison to a more senior position. The employer for example, has the responsibility by law to make the work place safe and free from any harmful matters weather physical or mentally . Health and Safety rules have to be set and followed. Other MAIN and MOST important laws and responsibilities (in my opinion) are:

Every member of staff must be treated equally. An example of this is pay. If 2 workers on the same level of work and doing exactly the same job should be on the exact same wage. This amount does not vary if the worker is black/brown or white the same wage should be paid.

A contract (by law) is to be written up while the employee is present. However, as with law, there are always exceptions. A contract can be written and then sent to the employee for him/her to view then send back. or the employee can view the contract before he/she agrees to start of work.

In relation to laws and regulations of contracts, all the information provided must be

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accurate and must not knowingly be fraudulent . For example, correct date of birth, qualifications, previous employment. Position held.

In contrast to this, the employee's have just as much legally binding contract and regulations. Some examples of rules and regulations can include: -

The right that they are working in a safe, hazards free environment.

The responsibility to represent their company to the best of their ability. E.g not swearing in front of customers, wearing their uniform correctly.

To be treated with the respect in which they deserve.

To be treated equally to other members of staff, equal pay should be set for example