

## Company Policy Statement for Young Persons.

We will carry out a suitable and sufficient risk assessment for all work involving young persons (16 to 18 years old) prior to their employment, and will communicate the result of this to them and others around them on their commencement of work.

Risk assessments for work involving young persons will be modified with the following considerations relating to their:

- physical and psychological capacity to carry out the work effectively.
- potential exposure to toxic or harmful substances or agents (including radiation).
- inexperience in the recognition of potentially hazardous situations, or lack of training.
- potential exposure to extremes of heat or cold, noise or vibration.

Particular attention will be paid to ensuring young persons receive and fully understand the training provided, to ensure they are able to work in a safe environment and in a safe manner.

Young persons will not be required to work any more hours than those stated in the 'Working Time (Amendment) Regulations 2002.

Under these amending regulations, employers must **take all reasonable steps** to make sure that any young workers they employ do not work more than eight hours a day or 40 hours a week. This time limit includes any other employment they may have. It also prohibits night work between 10pm and 6 am or 11pm and 7 am.

---

P I T K I N   A N D   R U D D O C K   L T D

---