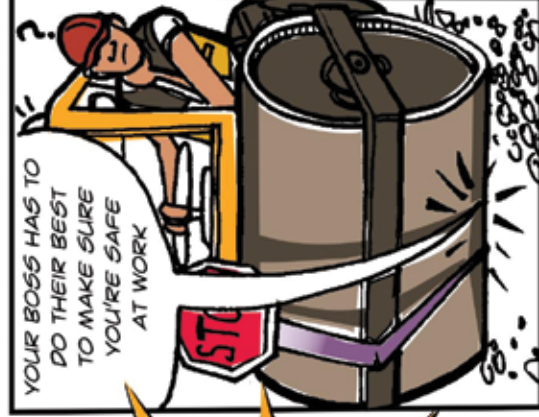


# DID U KNOW?



If a situation looks or feels dodgy then **STOP**.  
**THINK** about your options and **DO** act in the safest way.



## Youth Minimum Rights – Key Points about Work Safety & Employment Rights

### Health and safety in employment law

- The Health and Safety in Employment Act 1992 applies to young people just like older workers
- Students on training or work experience are treated as employees
- It's the employer's duty to provide a safe workplace, with proper training, supervision & equipment, and employees must also take reasonable care to keep themselves safe
- Employees have the right to participate in improving health and safety
- Employees have the right to refuse work likely to cause them serious harm

### Employees – Tell someone if you get hurt at work

- If you get harmed at work, tell your employer or safety representative, even if you don't think it's serious

### Age restrictions on dangerous work and working at night

- The Health and Safety in Employment Regulations 1995 put age restrictions on dangerous work. From 1 April 2009, these rules also apply to young people doing contract work.
- Under 15 young people can't work in certain places, operate machinery, drive a vehicle, lift heavy loads or do any work likely to harm them

- Under 16 young people can't be employed between 10pm and 6am
- Under 15 young people can't even be present (bystanders) in some workplaces without direct adult supervision at all times

### Minimum employment rights

- There are other laws such as the Employment Relations Act 2000, Minimum Wage Act 1983, and Holidays Act 2003 that also apply to young people
- Employees must have a written employment agreement
- Employer and employee should treat each other with respect and act honestly and openly - this is called acting in "good faith"
- Employees have the right to join the union
- There are legal minimum wages for employees 16 and over
- There are legal minimum annual and public holidays and sick leave entitlements

If you are unsure about any of your rights at work, visit [www.dol.govt.nz](http://www.dol.govt.nz) or call the Department of Labour on 0800 20 90 20.

This information is a guide only and may not be accurate for all situations. It should not be used as a substitute for legal or other expert advice.