

Night work

Young workers may not ordinarily work at night between 10pm and 6am, or between 11pm and 7am if the contract of employment provides for work after 10pm. However, exceptions apply in particular circumstances in the case of certain kinds of employment, as set out below.

Young workers may work throughout the night if they are employed in:

- Hospitals or similar establishments
- Cultural activities
- Artistic activities
- Sporting activities
- Advertising

Young workers may work between 10 or 11pm to midnight and between 4am to 6 or 7am if they are employed in:

- agriculture
- retail trading
- postal or newspaper deliveries
- a catering business
- a hotel, public house, restaurant, bar or similar establishment
- a bakery

The circumstances in which young workers may work are that the work they are required to do is necessary to either:

- maintain continuity of service or production, or
 - respond to a surge in demand for service or product
- and
- there is no adult available to perform the task
 - the employer ensures that the training needs of the young worker are not adversely affected
 - the young worker is allowed an equivalent period of compensatory rest

Young workers must be adequately supervised where that is necessary for their protection.

Young workers in the film and television industry can expect to be covered by the derogation from the night work limit, on the grounds that night shooting, sometimes pre-scheduled, may be required to "maintain continuity of production", and by the very nature of the work, there would be no adult available to perform the task. The young worker's training needs should not be adversely affected and he should receive compensatory rest.

Further information

- For help with night working time limits call the HSE Infoline on 08701 545500
- Website: www.dti.gov.uk/er/work_time_regs/