

Tips for Employers



EMPLOYING YOUNG WORKERS

Did you know?

- Approximately 7,600 young workers aged 15-24 report on-the-job injuries each year.
- On average, each year 5 workers aged 15-24 die in workplace incidents and an additional 5 die in work-related motor vehicle incidents.
- Over 50% of young workers reported they had not received training before starting a new task.*
- Young workers get hurt when they:
 - do jobs they aren't trained to do
 - don't have adequate supervision
 - work with hazardous equipment
- Employers can be subject to a fine of up to \$500,000 and/or a jail term if they don't comply with Alberta's Occupational Health and Safety (OHS) Act and regulations.

Employers – It's Your Job

Creating a safe workplace takes more than a handout or a video clip at your monthly staff meeting. It's an everyday commitment. Here are 10 ways to make health and safety a priority in the workplace:

- Spend ample time training young and new workers.
- Provide regular safety training for your supervisors.
- Lead by example – demonstrate safe work habits.
- Regularly check that your company's safety procedures are followed.
- Provide protective equipment and devices.
- Teach workers to report illnesses and injuries immediately.
- Teach workers to report anything that could be hazardous.
- Keep your workplace health and safety programs up-to-date.
- Stay aware of the hazards in your workplace and how to handle them.
- Respond promptly to all health and safety concerns.

Need more information?

Take a look at the booklet **Employer's Guide: Occupational Health and Safety Act** and the booklet **Worker's Guide: Occupational Health and Safety Act** at www.worksafe.alberta.ca

*Source: Industrial Accident Prevention Association, Ontario



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Minimum Age Requirements for Working in Alberta

Employers need to know the minimum age requirements for working in Alberta. Be sure to ask your potential employees for identification to verify their age.

Adolescents between 12 and 14 years old

Adolescents may be employed to make deliveries for a retail store, deliver newspapers or flyers, work as a clerk in an office or retail store, or perform certain jobs in the restaurant and food services industry. The employer requires written consent from a parent or guardian before an adolescent can begin working.

For any other type of work, permission from the Director of Employment Standards must be obtained in addition to written parental consent before employing an adolescent. For more information, visit www.worksafe.alberta.ca.

Adolescents can work a maximum of 2 hours on a school day, a maximum of 8 hours on a non-school day, but cannot work between 9 p.m. and 6 a.m. Adolescents must be paid at least minimum wage.

Young persons between 15 and 18 years of age

Young persons cannot be employed between midnight and 6 a.m. in any retail store selling food or beverage, a retail business selling gasoline or other petroleum products, or in a hotel, or motel.

Young persons may be employed in other workplaces between midnight and 6 a.m. if they work continuously with someone at least 18 years of age and a parent or guardian has provided the employer with written consent.

The law says that employers have direct responsibility for the health and safety of their workers. If you need help with a concern involving the safety of your workplace and your workers, call the Workplace Health and Safety Contact Centre at **1-866-415-8690**.

For more information about the law and health and safety for young workers, take a look at our **X-Treme Safety: A Survival Guide for New and Young Workers** at the Workplace Health and Safety website at www.worksafe.alberta.ca

