

YOUNG WORKERS POLICY

We at Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) is committed to protect and to comply with laws & regulations regarding young people at work. And we dedicated not to employ young people other than any unavoidable requirement.

A “Young Person” is a person who has not reached the age of 18. Minimum age of young people who are eligible for employment is 16 to 18. A “child” is a person who is not over the compulsory school leaving age.

All managers should assess the risk to the health and safety of young person before they start work, taking into account their inexperience, lack of awareness of potential risks and their immaturity. Where risks are identified, records should be made of the level of risk and the methods of elimination and control.

Young persons in employment are required to take reasonable care for the health and safety of themselves and anyone else that may be affected by their acts or omissions, and to co-operate as much as necessary with the Trust and others to ensure that obligations imposed upon the Trust by health and safety legislation can be complied with.

Take account of the risk assessment findings in deciding whether young person should be prohibited from certain work. As part of the induction young person will be advised that they must report any accident/incident/near miss in which they are involved or witness directly to their supervisor. The Departmental manager’s responsibility is to ensure an incident report is completed, as appropriate.

Training and proper supervision of young people is particularly important because of the relative immaturity and unfamiliarity with the working environment.

Duties should only be undertaken after proper training, including induction training, has been given in the use of work equipment.

Under the Working Time Regulations, a young worker is entitled to:

- a) A working day not exceeding 8 hours.
- b) Working week not exceeding 40 hours, with no averaging.
- c) Night work (ie between 11pm and 6am) is prohibited except under limited circumstances.
- d) Entitled to 12 hours consecutive rest in each 24-hour period.
- e) Entitled to an uninterrupted rest period of not less than 48 hours in each seven-day period
- f) Entitled to 30 minutes in-work rest break after four and a half hours daily working time.

Managers should monitor reducing risk and providing facilities periodically, to ensure that they are still suitable and sufficient.

The working time and rest breaks for young person should be monitored by the relevant manager/supervisor and HR dept. on an ongoing basis.

This policy shall be reviewed annually.

Signature (CEO): 

Date: 20.06.2020