



RCSI

Young Persons Work Placement Procedure

Under the Safety Health and Welfare at Work (General Application) Regulations, 2007; Children and Young Person's, there is a requirement on employers to assess the risks to young persons in the workplace and put measures in place to protect young persons.

DEFINITION

- A child is a person under the age of 16. RCSI typically do not permit children to undertake work placement in the College.
- A young person is defined as a person who has reached 16 years of age but is not yet 18 years old.

ACTIONS FOR MANAGERS / SUPERVISORS

On appointment of a young person, but before the work commences, you complete the [Young Person's Work Placement Risk Assessment form](#) using the criteria in this procedure. Use your existing department risk assessments as a guide and determine if additional hazards to young people exist. If additional hazards do exist, carry out a new risk assessment using the criteria outlined below:

- the immaturity of the young person,
- the lack of experience, skills and knowledge of potential risks,
- the layout of the workstation,
- the nature, duration and degree of exposure to physical, chemical or biological agents,
- the use of work equipment, what form it takes, its range and the way it is handled,
- the organisation of the processes and activities,
- the extent of the health and safety training that would be provided to the young person concerned,
- the risks listed in "prohibitions" above.

PROHIBITED WORK

Young people are prohibited from working if:

- the work is beyond their physical or mental ability,
- the work is at night / out of hours,
- the work involves risks, or potential risks, which might not be apparent to a young person,
- exposure to harmful extremes of temperature would be likely,
- risks from vibration would be present,
- risks to health from noise would be present,
- adequate supervision is not in place for the duration of the work experience.

ACTION FOLLOWING COMPLETION OF RISK ASSESSMENT

- Forward the complete [Young Persons Work Placement Risk Assessment](#) to safety@rcsi.ie for review and approval.
- Once the Young person risk assessment is approved by Health & Safety Office, inform the young person and their parent / guardian / school / College representative the results and explain any action taken / will be taken.

DAY PLACEMENT COMMENCES

On the first day of work placement, the young person must receive a safety briefing highlighting the main safety requirements for the area that they are working in. You can use your own department induction form for this. The young person must be appointed a buddy / supervisor for the duration of the placement and adequate supervision must be in place throughout the placement.