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STATUTORY INSTRUMENTS

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**1999 No. 3242**

**The Management of Health and  
Safety at Work Regulations 1999**

**Protection of young persons**

**19.**—(1) Every employer shall ensure that young persons employed by him are protected at work from any risks to their health or safety which are a consequence of their lack of experience, or absence of awareness of existing or potential risks or the fact that young persons have not yet fully matured.

(2) Subject to paragraph (3), no employer shall employ a young person for work—

- (a) which is beyond his physical or psychological capacity;
- (b) involving harmful exposure to agents which are toxic or carcinogenic, cause heritable genetic damage or harm to the unborn child or which in any other way chronically affect human health;
- (c) involving harmful exposure to radiation;
- (d) involving the risk of accidents which it may reasonably be assumed cannot be recognised or avoided by young persons owing to their insufficient attention to safety or lack of experience or training; or
- (e) in which there is a risk to health from—
  - (i) extreme cold or heat;
  - (ii) noise; or
  - (iii) vibration,

and in determining whether work will involve harm or risks for the purposes of this paragraph, regard shall be had to the results of the assessment.

(3) Nothing in paragraph (2) shall prevent the employment of a young person who is no longer a child for work—

- (a) where it is necessary for his training;
  - (b) where the young person will be supervised by a competent person; and
  - (c) where any risk will be reduced to the lowest level that is reasonably practicable.
- (4) The provisions contained in this regulation are without prejudice to—
- (a) the provisions contained elsewhere in these Regulations; and
  - (b) any prohibition or restriction, arising otherwise than by this regulation, on the employment of any person.