



## Employment of children under the age of 15 years in a shop, retail outlet, restaurant, fast food or takeaway food business

### Written parental permission information and template

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An employer **must not employ** a child aged 13 or 14 years in a shop, retail outlet or restaurant (which includes a fast food or takeaway food business) without obtaining the written permission of a parent of the child **before** the child's employment commences. A parent is a person who has responsibility for the long-term or the day-to-day care, welfare and development of the child.

The penalty for contravening this requirement is a fine of up to \$24,000 or \$120,000 for a corporation.

Written parental permission does not need to be obtained if a child under the age of 15 years is working in a family business owned by a parent or relative of the child. A relative of a child is the child's grandparent, step parent, sibling, uncle or aunt, or cousin.

#### Template permission form

A template parental permission form for the employment of a child is attached. An employer of a prospective employee aged 13 or 14 years should:

- provide this form to a parent of the child for completion prior to the child commencing work; or
- obtain a parent's written permission in some other form prior to the child commencing work.

Visit [www.lgirs.wa.gov.au/whenchildrencanwork](http://www.lgirs.wa.gov.au/whenchildrencanwork) for details on WA's child employment laws or call Wageline on 1300 655 266.

#### Disclaimer

The Department of Local Government, Industry Regulation and Safety has prepared this checklist to provide information on Western Australia's child employment laws. It is provided as a general guide and is not designed to be comprehensive or to provide legal advice. The department does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.

***Children and Community Services Act 2004***  
**Parental permission for the employment of a child in a  
shop, retail outlet, restaurant, fast food or takeaway food business**

**Child's details**

First name

Surname

Date of birth

**Parent's details**

First name

Surname

Relationship to the child

Telephone number

**Prospective employer's details**

Company/partnership/  
sole trader name

Trading name

Business address

**Parental consent**

I, .....

consent to my child, .....

being employed by .....

I understand that my child **is not permitted** to work before 6am or after 10pm

Signature .....

Date .....

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**Please retain this signed form with your time and wages employment records**