



### Do we have to worry about ohs with children?

Children add a dynamic to the set that changes all the contexts for the risk management process. They are usually in an unfamiliar environment and may not understand all the rules and instructions, and therefore need a much higher level of planning and supervision to ensure their safety.

Children are also generally more susceptible to exposure to hazardous substances, and any risk assessments will need to be undertaken taking this into consideration. For example, consider a child's exposure to radio frequency waves such as experienced through the use of com-techs. Utilizing the precautionary principal, some organisations have internal policies banning their use with children and pregnant women. All risk assessments will need to be reassessed in the context of children being in the vicinity.

### How do I realistically schedule for children?

Regardless of regulatory allowances, most children are not capable of focusing for long periods, and their scheduled time on set should be allocated accordingly.

The following table is a guide only, but should help you schedule if you're aiming to get the maximum performance with the minimum adverse effects on the child.

Remember, you will have to adjust it if it does not meet regulatory standards, (check with the department that regulates child employment in each state) and you may have to adjust it in response to a risk management assessment, such as if the children would be in the sun for extended periods, exposed to emotional scenes, have long periods of travel or is being asked to do something which would not come naturally to them, etc.

AGE	NUMBER OF DAYS OF EMPLOYMENT IN ANY PERIOD OF 7 DAYS	ACTUAL TIME PERFORMING PER DAY
<b>UNDER 6 MONTHS</b>	Maximum 1 day per week	20 MINS
<b>6 MTHS &amp; UNDER 2 YRS</b>	Maximum 3 days per week	1 HOUR
<b>2 YRS &amp; UNDER 6 YRS</b>	Maximum 3 days per week	2 HOURS
<b>6 YRS &amp; UNDER 10 YRS</b>	Up to 4 days per week	2 HOURS
<b>10 YRS &amp; UNDER 12 YRS</b>	Up to 4 days per week	3 HOURS
<b>12 YRS &amp; UNDER 15 YRS</b>	Up to 4 days per week	4 HOURS

Some states have strict regulations about the hours during which children can be employed, and the terms of employment. For further information, see the links at the end of this document.

### When in the day is best for kids?

Toddlers and babies are often at their best in the early mornings, and late afternoons are not referred to as the “witching hour” for nothing. (i.e. Avoid it!)

Older children are less likely to miss too much school if they are scheduled for the afternoon, but once again, will usually perform better in the mornings. Talk to the parents if you get the chance to decide on the optimum periods.

Most children tend to be a bit dazed after a long period of travel, so avoid having them arrive during or at the end of peak-hour traffic if possible.

Teenagers are a-breed-unto-themselves and it is often better to talk to them and their parents to determine their routines. Needless to say, early mornings are rarely their peak performance times.

### Do children need extra breaks?

Yes, children need lots of little breaks, and regular access to nutritious food, drinks and toilets. As a minimum, try to schedule in a 10-minute break every hour, even more for younger children if they are in an uncomfortable or stressful environment (emotionally, sun, cold, etc).

Each state is responsible for the employment of young people under the age of 18 years. In NSW, permits are required to employ children and young people, as is a requirement for supervisors of children to undergo a “Working With Children Check”. Other states generally have similar requirements.

### More information can be found at:

Draft Safety Guidance Notes for the Film Industry

[http://ohs.alliance.org.au/index.php?option=com\\_docman&Itemid=27&task=view\\_category&catid=7&order=dmname&ascdesc=DESCotes](http://ohs.alliance.org.au/index.php?option=com_docman&Itemid=27&task=view_category&catid=7&order=dmname&ascdesc=DESCotes)

Regulatory sites:

#### **New South Wales**

NSW Office of the Children’s Guardian

[www.kidsguardian.nsw.gov.au/child\\_employment.php](http://www.kidsguardian.nsw.gov.au/child_employment.php)

#### **Australian Capital Territory**

Department of Disability, Housing and Community Services

Office for Children, Youth and Family Support

Email: [ocyfs@act.gov.au](mailto:ocyfs@act.gov.au)

**Northern Territory**  
Department of Health and Community Services  
Family and Children's Services Program  
ph: 08 8999 2887  
fax: 08 8999 2546

**Queensland**  
Department of Industrial Relations  
[www.dir.qld.gov.au/corporate/feedback.epi](http://www.dir.qld.gov.au/corporate/feedback.epi)

**South Australia**  
Department of Administrative & Information Services  
WorkSafe SA  
[www.safework.sa.gov.au](http://www.safework.sa.gov.au)

**Tasmania**  
Workplace Standards Tasmania  
[www.wst.tas.gov.au](http://www.wst.tas.gov.au)  
Office of Post-Compulsory Education and Training (OPCET)  
[www.education.tas.gov.au/dept/about/contact/opcet](http://www.education.tas.gov.au/dept/about/contact/opcet)

**Victoria**  
Department of Innovation, Industry and Regional Development  
Industrial Relations Victoria  
[www.ir.vic.gov.au](http://www.ir.vic.gov.au)

**Western Australia**  
Department for Community Development  
[www.community.wa.gov.au](http://www.community.wa.gov.au)

Note: The above is a guide only. It is up to the individuals to check on current legislative requirements in each state they will be working in.