

Further Information

All these rules are laid down in various Employment Acts. Other relevant Acts include:

Terms of Employment (Information) Act 1994 & 2001

Protection of Young Persons (Employment) Act 1996

Employment Equality Act 1998

For any further information on your employment rights contact:

Department of Enterprise, Trade and Employment,

Davitt House,

Adelaide Road,

Dublin 2

Ph: 01-6312121 or Locall: 1890 220222

www.entemp.ie

National Employment Rights Authority

Locall: 1890 808090

www.employmentrights.ie



DÚN LAOGHAIRE YOUTH INFORMATION CENTRE

Dun Laoghaire Youth Information Centre provides information on a wide variety of subjects including sport and leisure, education, careers, rights and entitlements, travel and accommodation and social service for young people.

Contact us

137 Lower Georges Street

Dun Laoghaire.

Ph: 2809363

E-mail:info@youthquest.ie

www.youthquest.ie

Mon-Fri 9.30am-5.00pm

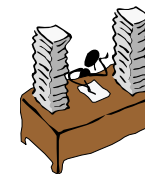


The information contained in this leaflet is for information purposes, and is not a legal interpretation.

Part-Time Work

Know your rights!

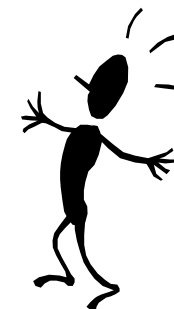
Are you already working part-time or are you thinking about getting a summer job this year? If so you have rights as an employee. It is important that you make yourself aware of your rights and entitlements and exercise those rights.



Protection of Employees (Part-time Work) Act

Protection of Employees (Part-Time Work) Act, 2001 provides for the removal of discrimination against part-time workers where such exists.

It aims to improve the quality of part-time work, to facilitate the development of part-time work on a voluntary basis and to contribute to the flexible organisation of working time in a manner that takes account of the needs of employers and workers. It guarantees that part-time workers may not be treated less favourably than full-time workers.



Dún Laoghaire Youth Information Centre

137 Lower Georges Street, Dún Laoghaire, Co. Dublin, Tel.: 01-2809363,

Email.: info@youthquest.ie Web: www.youthquest.ie

Know your Rights 2007

Minimum Wage



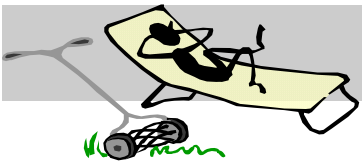
Over 18s

The minimum wage rate for *an experienced adult employee* is **€8.65 per hour**. An *experienced adult employee* for the purposes of the Minimum Wage Act is an employee who has any employment whatsoever in any two years over the age of 18.

If you are over 18 and are not considered to be *an experienced adult employee*, the minimum wage for your first year of employment is **€6.92** an hour. In your second year it rises to **€7.79**.

Sub-minimum rates apply to employees who are over 18 and undergoing a course of structured training or directed study that is authorised or approved of by the employer.

Of course the national minimum wage does not stop an employer from offering a higher wage.



Rest Breaks

When working, you are entitled to proper breaks:

- **15 mins** after working **4.5 hrs** or **30 mins** after working **6 hrs** (There is no entitlement to be paid during these breaks)
- You are entitled to **11 consecutive hours** rest in any period of 24 hours.
- **1 day** off every 7 days. As an alternative your employer can give you 2 X 24 hour rest periods in the week that follows one in which you did not get this entitlement.
- Shop employees who work more than **6 hrs** and whose hours of work include **11.30am - 2.30pm** are entitled to a one hour consecutive break which must occur during those hours.
- Unless your contract provides otherwise your 24 hour rest period referred to above should include a Sunday.
- If you are under 18 check out our Part-time for Under 18s publication

Sunday Work

With regard to pay, unless already included in the determination of an your pay, your employer must give you one or more of the following for Sunday working, etc:

- *A reasonable allowance*
- *A reasonable pay increase*
- *Reasonable paid time off work*

Holidays for Part-time Workers

Under the Organisation of Working Time Act, 1997, a part-time worker's annual leave entitlement is **8% of the hours** worked in a leave year, subject to a **maximum of 4 working weeks annual leave**. If you are leaving a job and you are entitled to holidays, you should receive payment or time off in lieu of these holidays

Notice to Leave

Notice to leave from your employer

The amount of notice you are entitled to by law will depend on how long you have been working for your employer.

e.g. 13 weeks to 2 years entitles you to 1 week minimum notice.

Unfortunately you are not entitled to any notice if you have been working for your employer for less than 13 weeks.

You may be required to work the notice period or you may accept payment in lieu of notice, if offered.

Finding a Job

To look for a part-time or summer job check community notice boards and newspapers but also call into pubs, shops and restaurants and leave a copy of your CV.

Also check out these websites:

www.nixers.com

www.campus.ie (jobs & cash section)

www.movieextras.ie

www.inretail.ie

www.hoteljobs.ie

www.fas.ie