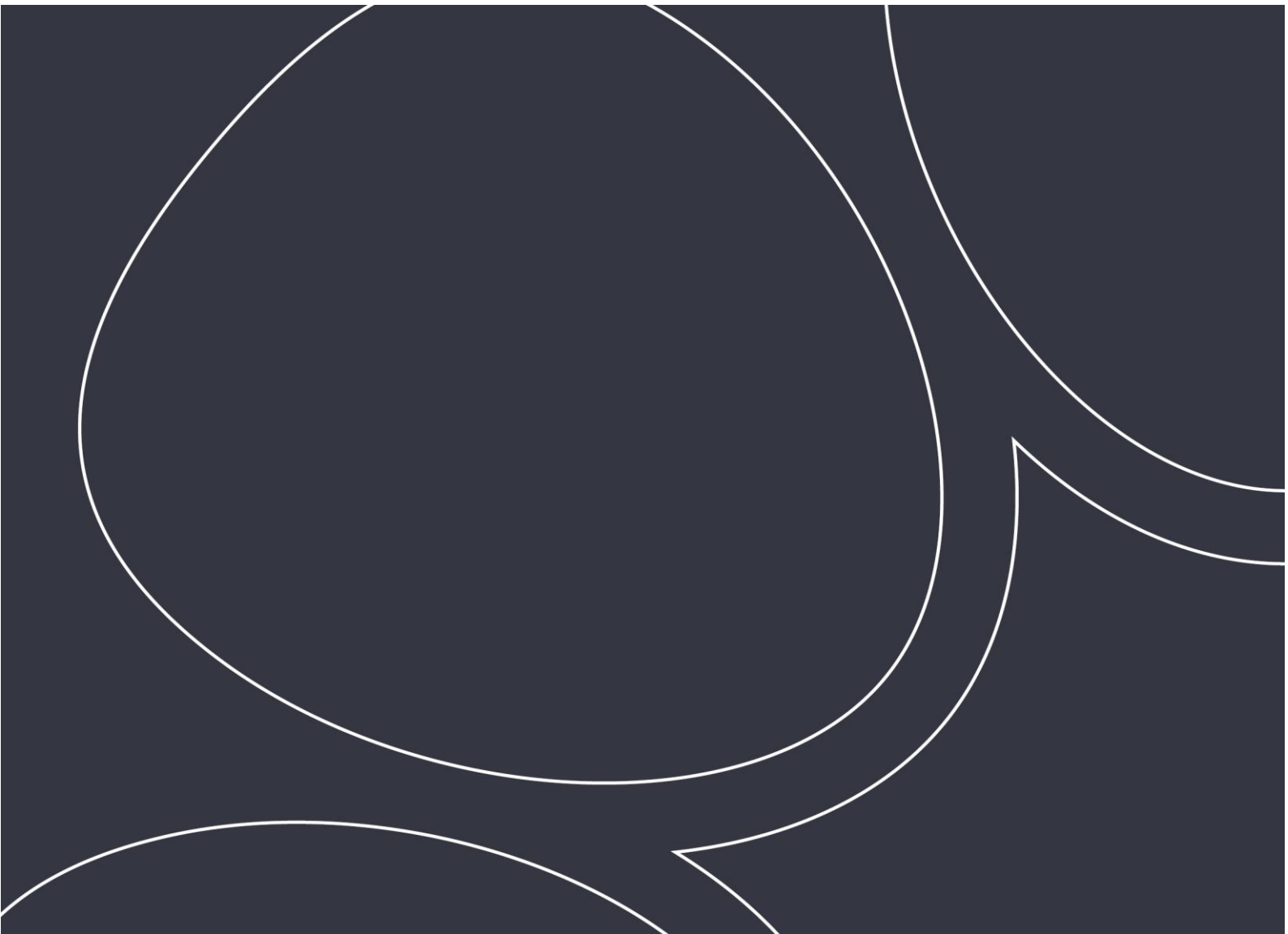


# Employment of Children

## Policy



<b>Document title</b>	Employment of Children
<b>Contact details</b>	Department of Children and Families Operational Policy <a href="mailto:dcf.policy@nt.gov.au">dcf.policy@nt.gov.au</a>
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Version	Date	Author	Changes made
1.0	16/03/2015	Operational Policy and Training	To describe the role Territory Families plays in monitoring the compliance regarding the employment of children and young people
1.01	06/02/2017	Director Policy	Rebranding and clarifying the term Authorised Officer.
1.02	21/07/2017	Director Policy	Minor amendments
1.03	28/01/2026	Operational Policy	Rebranded – replaced Territory Families with Department Children and Families. Updated Education Act 2006 to Education Act 2015 and relevant sections.

Acronym	Full form
The Department	Department of Children and Families

Term	Definitions
Authorised officer	Any reference to authorised officer in this policy applies to staff authorised under the <i>Care and Protection of Children Act (2007)</i> .
Education Act	<i>Education Act 2015</i>
The Act	<i>Care and Protection of Children Act (2007)</i>

# Contents

- 1. Policy Purpose .....4
- 2. Policy Statement .....4
- 3. Legislative Basis.....4

## 1. Purpose

To describe the role Department of Children and Families plays in monitoring compliance to legislation regarding the employment of children.

## 2. Policy Statement

To investigate any complaints or concerns about the employment of a child, an authorised officer may enter a place of employment at any time to investigate and require that specified information or records related to the child's employment be provided under s205 of the *Care and Protection of Children Act 2007* (the Act). The authorised officer has the right to inspect the premises, retrieve electronic records and make copies of the records under s204 of the Act.

It is advisable that unless there is evidence to the contrary, authorised officers adopt a measured response to the investigation of concerns, with a presumption that the employer's actions result from ignorance of the law rather than deliberate misconduct or child exploitation. Approaching an employer to seek information, and explaining their legal obligations, may be more appropriate than an unannounced workplace inspection.

Under s201(2) of the Act, the Chief Executive Officer can restrict or prohibit the employment of a child if, in their opinion, the child suffers or is likely to suffer exploitation because of the employment; or the wellbeing of the child is, or is likely to be, jeopardised. Written notice of this restriction or prohibition must be given to a parent of the child; a copy should be given to the child and may be given to the employer.

Failure to comply with the notice by the parent or employer is an offence.

The parent of a child is entitled to apply to the Local Court for a review of the decision within 28 working days of receiving the written notice.

The *Education Act 2015* includes provisions prohibiting employment of children. Children of compulsory school age cannot be employed during school hours, and their employment must not adversely affect the attendance or ability to understand instruction when at school. Adherence to these provisions is enforced by person's authorised under the Education Act.

## 3. Legislative Basis

[Care and Protection of Children Act 2007 s201\(2\)](#)

[Education Act 2015 s38, s163, s164, s167](#)

## 4. Related documents

This policy must be read with other related documents, including but not limited to:

[Employment of children procedure](#)