



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

### Written parental permission

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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 employed in a family business. A family business means a business, trade or occupation carried on by a parent or other relative of the child.

### 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.

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Visit the Wageline website for details on WA's child employment laws [www.commerce.wa.gov.au/labour-relations/when-children-can-work-western-australia](http://www.commerce.wa.gov.au/labour-relations/when-children-can-work-western-australia) or contact Wageline on 1300 655 266.



***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**

Title First name Surname

Relationship to the child

Telephone number

**PROSPECTIVE EMPLOYER'S DETAILS**

Company/partnership/sole trader name

Trading name

Business address

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**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 of parent

Date

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