

CHILDREN WORKING OR EMPLOYED ON LICENSED PREMISES

The Liquor Act generally prohibits the employment of a child (person less than 18 years of age) in the sale, service or supply of liquor on licensed premises. However the Northern Territory Government acknowledges that some licensed premises are family businesses and recognises that licensees may like to have their children learn the family business, or provide opportunities for others. In these cases, the *Liquor Act* provides some discretion to the Licensing Commission to allow children to be employed.

In order to give guidance to licensees and to ensure that children are protected, the Commission has prepared a policy guideline on children working in any capacity on licensed premises.

GUIDELINES

- 1) Under **NO** circumstances will approval be granted to a child who has not attained the age of 14 years 9 months. This includes undertaking training employment in any capacity on licensed premises.

SALE, SUPPLY OR SERVICE OF LIQUOR BY CHILDREN

- 2) Children over the age of 14 years 9 months are permitted to sell, supply or serve liquor if:
 - a) They are currently undertaking an approved TAFE or other accredited training course (not RSA) delivered by an accredited trainer in the hospitality industry;
AND
 - b) the service and supply is carried out as a requirement of that course and is undertaken within a training facility of an approved TAFE or other accredited training organisation;
AND
 - c) they are under direct adult supervision at all times.
- 3) Children under the age of 16 years are not permitted to sell, serve and supply liquor in licensed venues outside a training facility.
- 4) Children over the age of 16 years may apply to the Commission for approval to sell, serve or supply liquor outside a training facility if:
 - a) They are currently undertaking or have completed an approved TAFE or other accredited training course (in addition to Responsible Service of Alcohol) delivered by an accredited trainer in the hospitality industry;
AND
 - b) they are under direct adult supervision at all times.

NON-LIQUOR RELATED EMPLOYMENT BY CHILDREN ON LICENSED PREMISES

- 5) Approval from the Commission is **NOT** required for any non-liquor related employment of a child over the age of 14 years and 9 months in areas where, and at times when, a child is entitled to remain unaccompanied on the licensed premises. Children under the age of 14 years and 9 months are not permitted to be employed in any capacity – refer Guideline point 1.

- 6) Approval from the Commission is required for any non-liquor related employment of a child in areas where, and at times when, a child is NOT entitled to remain unaccompanied on the licensed premises.
- 7) When considering ANY of these applications for approval the Commission will be guided by the following:
- Where appropriate, the approval of the parent/guardian;
 - The age and maturity of the child;
 - The size, nature and location of the licensed premises and the type of environment the child will be working in;
 - The exact nature of the tasks to be performed;
 - The adequacy of induction training;
 - Provision of RSA training;
 - Quality and level of adult supervision;
 - Provision of ongoing accredited training in the hospitality industry; and whether or not the person is a genuine employee.
- 8) The Commission retains the right to grant approval to a child not involved in the sale, service and supply of alcohol to be employed on licensed premises in exceptional circumstances outside of the above guidelines.

LICENSING, REGULATION AND ALCOHOL STRATEGY

Darwin

Level 1, Enterprise House
28-30 Knuckey Street, Darwin
GPO Box 1154, Darwin, NT 0801
Ph: 08 8999 1800
Fax: 08 8999 1888

Katherine

18 Katherine Terrace, Katherine
GPO Box 2138, Katherine NT 0850
Ph: 08 8972 8906
Fax: 08 8972 8910

Alice Springs

1st Floor Belvedere Hse
Cnr Parsons & Bath Sts
GPO Box 8470, Alice Springs NT 0871
Ph: 08 8951 5195
Fax: 08 8951 8591

Email: lr.doj@nt.gov.au
www.nt.gov.au/justice/licenreg