

CAN MINORS WORKING IN LICENSED CLUBS?

There are two aspects of a Club's operations that need to be considered when employing minors:

- Those involving liquor; and
- Those not involving liquor.

MINIMUM WORKING AGE IN SOUTH AUSTRALIA

There is no minimum working age in South Australia, however under section 78 of the *Education Act 1972 (SA)*, a child of compulsory school age, which is between 6 and 16 years of age, cannot be employed during the hours that they need to attend school. Nor are they allowed to work at a time, such as late at night or early in the morning, which is likely to affect their ability to attend school or obtain the proper benefit from such attendance. The maximum penalty for breaching this is \$5000.

WORKING IN A CLUB

A minor is a person under the age of 18 years.

A minor can carry out tasks such as cleaning tables, collecting empty glasses, serving meals and so on.

Keep in mind that ensuring responsible practices relating to minors and alcohol should be a key focus of your Club's Management Plan.

Clubs SA strongly advises against permitting any minor so employed (paid or volunteer) behind the bar when it is open, for obvious reasons.

SELLING AND SUPPLYING ALCOHOL

A minor is not permitted to sell or supply liquor.

It is important to note that **servicing** liquor is also caught by this requirement. For example a young person who is delivering liquor to patrons at a table is still caught by this age restriction, even if they have not taken the payment for the drinks. This would be a breach and disciplinary action against the licensee **would** be taken.

Are there any exceptions?

Yes. A minor 16 years and older can be employed to serve/supply liquor in a Club if:

- a. They are the child of a committee member or Responsible Person for the club, **and**
- b. The Liquor and Gambling Commissioner has approved the employment.

If the Club also has a gaming machine licence, the minor is not allowed to enter the gaming area of the licensed premises.