



# Government Gazette

OF

## WESTERN AUSTRALIA

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PERTH : FRIDAY, 13th DECEMBER

[1957.

Public Service Commissioner's Office,  
Perth, 5th December, 1957.

Ex. Co. 2305.

HIS Excellency the Governor in Executive Council has cancelled the existing regulations governing the admission of—

Cadet Draftsmen (Engineering), Public Works and Country Water Supply, sewerage and Drainage Department, and Metropolitan Water Supply, Sewerage and Drainage Department;

Cadet Draftsmen (Architectural), Public Works and Country Water Supply, Sewerage and Drainage Department;

Cadet Draftsmen (Cartographic), Lands and Surveys Department, Mines Department, Forests Department and Land Titles Office, Crown Law Department;

Cadet Examiners of Survey Plans, Lands and Surveys Department.

Cadet Land Surveyors, Lands and Surveys Department;

Architectural Cadets, Public Works and Country Water Supply, Sewerage and Drainage Department;

Engineering Cadets, Public Works and Country Water Supply, Sewerage and Drainage Department, and Metropolitan Water Supply, Sewerage and Drainage Department;

Veterinary Science Cadets, Department of Agriculture;  
and has approved of the attached regulations being substituted respectively in lieu thereof.

H. E. SMITH,  
Public Service Commissioner.

### REGULATIONS GOVERNING THE ADMISSION OF—

#### CADET DRAFTSMEN (ENGINEERING)—

Public Works and Country Water Supply, Sewerage and Drainage Department, and  
Metropolitan Water Supply, Sewerage and Drainage Department;

#### CADET DRAFTSMEN (ARCHITECTURAL)—

Public Works and Country Water Supply, Sewerage and Drainage Department;

#### CADET DRAFTSMEN (CARTOGRAPHIC)—

Lands and Surveys Department,  
Mines Department,  
Forests Department, and  
Land Titles Office, Crown Law Department.

## 1.—Conditions.

(a) An applicant for appointment must not be more than 21 nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When forwarding his application each candidate shall attach a completed questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

## 2.—Qualifications.

(a) An applicant must have passed the Junior Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Arithmetic and Algebra, Geometry and Trigonometry, Physics and any two other subjects. An applicant may be required to produce evidence of examinations passed.

(b) An applicant shall also produce a specimen of his plan drawing.

## 3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, or his nominee, and two or more persons nominated by the Commissioner.

## 4.—Probation.

(a) A cadet shall be articulated to the Director of Works, Public Works and Country Water Supply, Sewerage and Drainage Department, the Chief Engineer, Metropolitan Water Supply, Sewerage and Drainage Department, the Principal Architect, Public Works and Country Water Supply, Sewerage and Drainage Department, the Surveyor General, Lands and Surveys Department, the Under Secretary for Mines, the Conservator of Forests or the Registrar of Titles, Crown Law Department, as the case may be, for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation.

(b) Before the expiration of a cadet's period of probation, the permanent head of the department concerned shall report to the Public Service Commissioner on—

- (i) the manner in which the cadet has performed his duties;
- (ii) the progress the cadet has made in the appropriate diploma or certificate course of study detailed in regulation 6 of these regulations; and
- (iii) the cadet's general progress and conduct.

Upon receipt of such report the Commissioner shall confirm or annul the cadet's appointment.

## 5.—Term of Cadetship.

(a) Subject to the provisions of regulation 8 of these regulations, a cadet shall be required to serve for a term of four years. During this term he shall receive general practical instruction as follows:—

- (i) Cadet Draftsman (Engineering): The term of cadetship shall be spent in the Engineering Drawing Office of either the Public Works and Country Water Supply, Sewerage and Drainage Department, or the Drawing Office of the Metropolitan Water Supply, Sewerage and Drainage Department, as the case may be, during which time a cadet shall receive general practical instruction in drafting, plotting from field notes, calculations for design, estimates, specifications, preparations of working drawing, computations and the general work of the Engineering Drawing Office, and a knowledge, by inspection, of field works in progress.

- (ii) Cadet Draftsman (Architectural): The term of cadetship shall be spent in the Architectural Drawing Office of the Public Works and Country Water Supply, Sewerage and Drainage Department or the Drawing Office of the State Housing Commission, during which time a cadet shall receive instruction in drafting, construction, specifications, quantities and general architectural work.
- (iii) Cadet Draftsman (Cartographic): At least three years of the term of cadetship shall be served in the Drawing Office of the Department to which a cadet has been attached, during which time the cadet shall receive instruction in drafting, plotting, survey computations, the use of draftsmen's instruments and the particular requirements of that Department. In addition, in order to obtain knowledge of field practice, at least three months shall be served in the field under a licensed surveyor approved by the department to which he is attached.

(b) During the term of his cadetship a cadet shall also attend the Perth Technical College as a part-time student and study the appropriate diploma or certificate course detailed in regulation 6 of these regulations.

#### 6.—Qualifying Examinations.

A cadet shall not be deemed to have completed his cadetship until he has served the prescribed period and qualified in the following manner:—

- (i) Cadet Draftsman (Engineering): Completed and passed the examination requirements of the full Engineering Draftsman's Certificate course at the Perth Technical College.
- (ii) Cadet Draftsman (Architectural): Completed and passed the examination requirements of the full Architectural Draftsman's Certificate course at the Perth Technical College.
- (iii) Cadet Draftsman (Cartographic): Completed and passed the examination requirements of the first three years of the diploma course in cartography at the Perth Technical College and also passed a qualifying examination set by the department to which he is attached.

#### 7.—Study Leave.

When a cadet is unable to obtain the necessary instruction at evening classes in respect of his course of study, he may be allowed such leave of absence as may be necessary to attend day lectures in approved subjects, but such leave of absence during working hours shall be without pay.

#### 8.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not completed the qualifying examination requirements set out in regulation 6, his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 11 of these regulations, a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fourth year of cadetship.

#### 9.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the permanent head of the department, his progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

#### 10.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the provisions of the Public Service Act and Regulations relating to a permanent officer in so far as they may be applicable; provided that any term of his cadetship served before attaining the age of 18 years and/or before the 1st January, 1952, shall not count as qualifying service for long service leave purposes.

## 11.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of Annual Equivalent of Male Basic Wage for Metro- politan Area as declared by Court of Arbitration of West- ern Australia.
First .....	57½
Second .....	67½
Third .....	80
Fourth .....	95

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
  - (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia;
  - (iii) advancement from year to year shall be subject to satisfactory progress reports from the Perth Technical College and to the receipt by the Public Service Commissioner of a satisfactory report from the permanent head as to the conduct, diligence and efficiency of the cadet.
- (b) If a cadet is employed away from his headquarters the Public Service Commissioner may approve of his being paid an allowance at such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

## 12.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of three years at the salary prescribed by industrial agreement between the Public Service Commissioner and the Civil Service Association of W.A. (Incorp.) for the first year and thereafter in accordance with the Public Service Commissioner's classification of the work upon which he is engaged.

## 13.—Agreement.

Before any person is accepted as a cadet under these regulations, an agreement in the form, or to the effect of Appendix No. 1 hereto, shall be executed by such person, his legal guardian, the professional head or the permanent head of the department concerned, as the case may be, and one surety to be determined and approved by the professional head or the permanent head of the department concerned, as the case may be.

## Appendix.

## No. 1.

THIS indenture made the..... day of..... one thousand nine hundred and..... between (a)..... of (b)..... in the State of Western Australia (hereinafter called "the cadet"), of the first part, (c)..... of (b)..... in the said State (d)..... the (e)..... of the cadet (hereinafter with his executors and administrators referred to as "the guardian") of the second part, (f)..... of (b)..... in the said State (d)..... (hereinafter with his executors and administrators referred to as "the guarantor") of the third part and (g)..... the (h)..... for the State of Western Australia of the fourth part witnesseth that the said parties hereto do hereby mutually agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the (h)..... as a cadet draftsman for the term of four years from the..... day of..... one thousand nine hundred and..... and for any additional period

required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of cadet draftsman as approved by the Governor in Council and published in the *Government Gazette* of the..... day of..... 19.....

2. The cadet will during the said term well and truly serve the (h)..... as a cadet draftsman and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification he will, if required so to do, serve in the Public Service of the State for a period of three years in accordance with and subject to the provisions contained in regulation 12 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the (h)..... as ascertained damages and not by way of penalty for such breach or failure as a sum of two hundred and fifty pounds (£250).

5. In consideration of the premises the (h)..... will during the said term take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as a cadet draftsman under and in accordance with the said regulations or any amendments for the time being in force thereof.

In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said .....  
(a).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(c).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(f).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(g).....  
in the presence of—  
.....

(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of professional head or permanent head, as the case may be. (h) Director of Works, Public Works and Country Water Supply, Sewerage and Drainage Department; Chief Engineer, Metropolitan Water Supply, Sewerage and Drainage Department; Principal Architect, Public Works and Country Water Supply, Sewerage and Drainage Department; Surveyor General, Lands and Surveys Department; Under Secretary for Mines; Conservator of Forests; Registrar of Titles, Crown Law Department, as the case may be.

REGULATIONS GOVERNING THE ADMISSION OF CADET EXAMINERS  
OF SURVEY PLANS, LANDS AND SURVEYS DEPARTMENT.

1.—Conditions.

(a) An applicant for appointment must not be more than 21 nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When applying for appointment an applicant shall complete a questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

2.—Qualifications.

An applicant must have passed the Junior Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Arithmetic and Algebra, Geometry and Trigonometry, Physics and any two other subjects. An applicant may be required to produce evidence of examinations passed.

3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, the permanent head, or their nominees, and one other person nominated by the Commissioner.

4.—Probation.

(a) A cadet shall be articulated to the Surveyor General for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation.

(b) Before the expiration of a cadet's period of probation, the permanent head shall report to the Public Service Commissioner on—

- (i) the manner in which the cadet has performed his duties;
- (ii) the academic progress the cadet has made in the course of study prescribed in regulation 6 of these regulations, and
- (iii) upon his general progress and conduct.

Upon receipt of such report the Commissioner shall confirm or annul the appointment.

5.—Term of Cadetship.

(a) Subject to the provisions of regulation 8 of these regulations, a cadet shall serve for a period of four years and during this period shall receive general practical instruction and undergo such courses of training as may be prescribed by the Surveyor General.

(b) During the term of his cadetship a cadet shall also attend the Perth Technical College as a part-time student and study the diploma course detailed in regulation 6 of these regulations.

6.—Qualifying Examination.

A cadet shall not be deemed to have completed his cadetship until he has served the prescribed period, completed and passed the examination requirements of the first three years of the diploma course in cartography at the Perth Technical College and also passed a qualifying examination set by the department.

7.—Study Leave.

When a cadet is unable to obtain the necessary instruction at evening classes in respect of his course of study he may be allowed such leave of absence as may be necessary to attend day lectures in approved subjects, but such leave of absence during working hours shall be without pay.

## 8.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not completed the qualifying examination requirements set out in regulation 6, his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 11 of these regulations, a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fourth year of cadetship.

## 9.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the permanent head of the department, his progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

## 10.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the provisions of the Public Service Act and Regulations relating to a permanent officer in so far as they may be applicable; provided that any term of his cadetship served before attaining the age of 18 years and/or before the 1st January, 1952, shall not count as qualifying service for long service leave purposes.

## 11.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of Annual Equivalent of Male Basic Wage for Metro- politan Area as declared by the Court of Arbitration of Western Australia.
First	57½
Second	67½
Third	80
Fourth	95

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
- (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia;
- (iii) advancement from year to year shall be subject to satisfactory progress reports from the Perth Technical College and to the receipt by the Public Service Commissioner of a satisfactory report from the permanent head as to the conduct, diligence and efficiency of the cadet.

(b) If a cadet is employed away from his headquarters the Public Service Commissioner may approve of his being paid an allowance at such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

## 12.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of three years at the salary prescribed by industrial agreement between the Public Service Commissioner and the Civil Service Association of W.A. (Incorp.) for the first year and thereafter in accordance with the Public Service Commissioner's classification of the work upon which he is engaged.

## 13.—Agreement.

Before any person is accepted as a cadet under these regulations an agreement in the form, or to the effect of, Appendix No. 1 hereto shall be executed by such person, his legal guardian, the Surveyor General and one surety to be determined and approved by the Surveyor General.

## Appendix.

## No. 1.

THIS indenture made the.....day of....., one thousand nine hundred and..... between (a).....of (b).....in the State of Western Australia (hereinafter called "the cadet"), of the first part, (c)..... of (b)..... in the said State (d).....the (e).....of the cadet (hereinafter with his executors and administrators referred to as "the guardian") of the second part, (f)..... of (b)..... in the said State (d)..... (hereinafter with his executors and administrators referred to as "the guarantor") of the third part and (g)..... the Surveyor General for the State of Western Australia (hereinafter with his successors in office referred to as "the Surveyor General") of the fourth part witnesseth that the said parties hereto do hereby mutually agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the Surveyor General as a cadet examiner of survey plans for the term of four years from the..... day of..... one thousand nine hundred and..... and for any additional period required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of cadet examiners of survey plans in the Lands and Surveys Department as approved by the Governor in Council and published in the *Government Gazette* of the.....day of.....19....., and any amendments for the time being in force thereof.

2. The cadet will during the said term well and truly serve the Surveyor General as a cadet examiner of survey plans and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification he will, if required so to do, serve in the Public Service of the State for a period of three years in accordance with and subject to the provisions contained in regulation 12 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the Surveyor General as ascertained damages and not by way of penalty for such breach or failure a sum of two hundred and fifty pounds (£250).

5. In consideration of the premises the Surveyor General will during the said term take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as a cadet examiner of survey plans under and in accordance with the said regulations or any amendments for the time being in force thereof.



In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said .....  
 (a) .....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....  
 (c) .....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....  
 (f) .....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....  
 (g) .....  
 in the presence of—  
 .....

(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of Surveyor General.

REGULATIONS GOVERNING THE ADMISSION OF CADET LAND SURVEYORS IN THE LANDS AND SURVEYS DEPARTMENT.

1.—Conditions.

(a) An applicant for appointment shall not be more than 21 nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution, and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When applying for appointment an applicant shall complete a questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

2.—Qualifications.

(a) An applicant must have passed the Leaving Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Mathematics A, Mathematics B, and either Applied Mathematics or Physics.

(b) An applicant may be required to produce evidence of examinations passed.

3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, the permanent head and the Surveyor General or their nominees.

4.—Probation.

(a) A cadet shall be articulated to the Surveyor General for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation.

(b) Before the expiration of a cadet's period of probation, the permanent head shall report to the Public Service Commissioner on the manner in which the cadet has performed his duties and upon his general progress and conduct. Upon receipt of such report the Commissioner shall confirm or annul the appointment.

#### 5.—Term of Cadetship.

Subject to the provisions of regulation 7 of these regulations, a cadet shall be required to serve for a term of four years, of which not less than two years shall be in the field and the balance in head office, where he shall receive instruction in drafting, plotting from field notes, computations, the use and adjustment of instruments, field astronomy, geodesy, etc. A cadet shall be placed under a departmental surveyor for field practice and every facility shall be given him to acquire a thorough knowledge of the survey system of the State.

#### 6.—Qualifying Examination.

A cadet shall not be deemed to have completed his cadetship until he has served the prescribed period and has completed and passed the qualifying examinations prescribed by the Land Surveyors' Licensing Board.

#### 7.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not completed the examination requirements prescribed in regulation 6 of these regulations, his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 10 of these regulations a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fourth year of cadetship.

#### 8.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the Surveyor General, the cadet's progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

#### 9.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the provisions of the Public Service Act and Regulations relating to a permanent officer as far as they may be applicable; provided that any term of his cadetship served before attaining the age of 18 years and/or before the 1st January, 1952, shall not count as qualifying service for long service leave purposes.

#### 10.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of or Margin over Annual Equivalent of Male Basic Wage for Metropolitan Area as declared by Court of Arbitration of Western Aus- tralia.
First .....	67½
Second .....	80
Third .....	95
Fourth and subsequent (if an extension is approved) .....	£50

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
- (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia; and

(iii) advancement from year to year shall be subject to the receipt by the Public Service Commissioner of a satisfactory report from the Surveyor General as to the conduct, diligence and efficiency of the cadet.

(b) If a cadet is employed away from his headquarters the Public Service Commissioner may approve of his being paid an allowance at such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

#### 11.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of three years at a salary determined in accordance with the Public Service Commissioner's classification of the work upon which the cadet is engaged.

#### 12.—Agreement.

Before any person is accepted as a cadet under these regulations, an agreement in the form, or to the effect of, Appendix No. 1 hereto, shall be executed by the person, his legal guardian, the Surveyor General and one surety to be determined and approved by the Surveyor General.

#### Appendix.

##### No. 1.

THIS indenture made the.....day of.....one thousand nine hundred and.....between (a).....of (b).....in the State of Western Australia (hereinafter called "the cadet"), of the first part, (c).....of (b).....in the said State (d).....the (e).....of the cadet (hereinafter with his executors and administrators referred to as "the guardian") of the second part, (f).....of (b).....in the said State (d).....(hereinafter with his executors and administrators referred to as "the guarantor") of the third part and (g).....the Surveyor General for the State of Western Australia (hereinafter with his successors in office referred to as "the Surveyor General") of the fourth part witnesseth that the said parties hereto do hereby mutually agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the Surveyor General as a land surveying cadet for the term of four years from the.....day of.....one thousand nine hundred and.....and for any additional period required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of land surveying cadets in the Lands and Surveys Department as approved by the Governor in Council and published in the *Government Gazette* of the.....day of.....19....., and any amendments for the time being in force thereof.

2. The cadet will during the said term well and truly serve the Surveyor General as a land surveying cadet and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification he will, if required so to do, serve in the Public Service of the State for a period of three years in accordance with and subject to the provisions contained in regulation 11 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the

second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the Surveyor General as ascertained damages and not by way of penalty for such breach or failure a sum of two hundred and fifty pounds (£250).

5. In consideration of the premises the Surveyor General will during the said term take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as a land surveying cadet under and in accordance with the said regulations or any amendments for the time being in force thereof.

In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said .....  
(a).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(c).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(f).....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(g).....  
in the presence of—  
.....

(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of Surveyor General.

REGULATIONS GOVERNING THE ADMISSION OF ARCHITECTURAL CADETS IN THE PUBLIC WORKS AND COUNTRY WATER SUPPLY, SEWERAGE AND DRAINAGE DEPARTMENT.

1.—Conditions.

(a) An applicant for appointment must not be more than 21 nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution, and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When forwarding his application, each candidate shall attach a completed questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

2.—Qualifications.

(a) An applicant must have passed the Leaving Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Mathematics A, Mathematics B, Physics and at least one of the following subjects:—Applied Mathematics, Chemistry, Drawing, or Geology.

(b) An applicant may be required to produce evidence of examinations passed.

3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, the permanent head of the department and the Principal Architect, or their nominees.

#### 4.—Probation.

A cadet shall be article to the Principal Architect for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation. Before the expiration of the period of probation the Principal Architect shall report to the Public Service Commissioner on the manner in which the probationer has performed his duties and upon his general progress and conduct. Upon receipt of such report the Commissioner shall confirm or annul the appointment.

#### 5.—Terms of Cadetship.

(a) Subject to the provisions of subclause (b) of this regulation and the provisions of regulation 7 of these regulations, a cadet shall serve for a term of five years, during which period he shall—

- (i) attend the Perth Technical College as a student in the associateship course in Architecture under the conditions prescribed by the Perth Technical College; and
- (ii) receive practical instruction and undergo courses of training as may be prescribed by the Principal Architect.

(b) An applicant who, on appointment as a cadet, has already completed and passed one or more years of the associateship course in Architecture, may be appointed to the second or a subsequent year of cadetship and may have the term of his cadetship reduced so that the number of years to be served as a cadet corresponds with the number of academic years remaining to be completed in the prescribed associateship course at the Perth Technical College.

(c) A cadet shall be granted leave without pay to attend the Perth Technical College as and when required during the official terms and the annual examination period of each of the academic years of the associateship course.

(d) The whole of the period of cadetship not spent in attendance at the Perth Technical College shall be served in the employ of the Department. During the time served in the Department, the cadet shall receive general practical instruction in designing, drafting, construction, quantities, specifications, and the work of an architect generally. Portion of the time shall be spent in the field in the supervision of construction and maintenance work and in carrying out architectural surveys.

#### 6.—Qualifying Examinations.

A cadet shall not be deemed to have completed his cadetship until he has—

- (i) served the prescribed term of cadetship or any approxed extension thereof;
- (ii) obtained the Associateship in Architecture at the Perth Technical College;
- (iii) obtained registration under the provisions of the Architects Act, 1921; and
- (iv) been admitted as an Associate Member of the Royal Australian Institute of Architects, or the Royal Institute of British Architects, London.

#### 7.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not fulfilled the conditions prescribed in regulation 6 of these regulations, his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 11 of these regulations, a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fifth year of cadetship.

## 8.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the Principal Architect the cadet's progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

## 9.—Student Membership.

During the first year of his cadetship, a cadet shall become a student member of the Royal Australian Institute of Architects.

## 10.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the Public Service Act and Regulations relating to a permanent officer in so far as they may be applicable, but the period of his cadetship shall not be considered as any part of a term of service for which long service leave may be granted.

## 11.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of or Margin over Annual Equivalent of Male Basic Wage for Metropolitan Area as declared by Court of Arbitration of Western Australia.
First	67½
Second	80
Third	95
Fourth	£50
Fifth	£110

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
  - (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia; and
  - (iii) advancement from year to year shall be subject to satisfactory progress reports from the Technical College and to the receipt by the Public Service Commissioner of a satisfactory report from the Principal Architect as to the conduct, diligence and efficiency of the cadet.
- (b) During periods of leave without pay granted to a cadet for the purpose of attending the Perth Technical College during the official terms and the annual examination period of each academic year, a sustenance allowance at the rate of £4 10s. per week shall be paid to the cadet; provided that—
- (i) payment of the allowance may be suspended at any time by the Public Service Commissioner on receipt of an unsatisfactory report from the Perth Technical College or the Principal Architect;
  - (ii) payment of the allowance shall not be made for any period of leave without pay granted for purposes other than to attend the Perth Technical College during the official term and the annual examination period of an academic year or for any periods of absence from class in respect of which a cadet is unable to furnish a satisfactory explanation.
- (c) If a cadet is employed away from his headquarters the Public Service Commissioner may approve of his being paid an allowance as such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

## 12.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of four years at a salary determined in accordance with the Public Service Commissioner's classification of the work upon which the cadet is engaged.

## 13.—Agreement.

Before any person is accepted as a cadet under these regulations, an agreement in the form, or to the effect of, Appendix No. 1 hereto, shall be executed by the person, his legal guardian, the Principal Architect and one surety to be determined and approved by the Principal Architect.

## Appendix.

## No. 1.

THIS indenture made the.....day of..... one thousand nine hundred and..... between (a)..... of (b)..... in the State of Western Australia (hereinafter called "the cadet"), of the first part, (c)..... of (b)..... in the said State (d)..... the (e)..... of the cadet (hereinafter with his executors and administrators referred to as "the guardian") of the second part, (f)..... of (b)..... in the said State (d)..... (hereinafter with his executors and administrators referred to as "the guarantor") of the third part and (g)..... the Principal Architect for the State of Western Australia (hereinafter with his successors in office referred to as "the Principal Architect") of the fourth part witnesseth that the said parties hereto do hereby mutually agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the Principal Architect as an architectural cadet for the term of five years from the.....day of..... one thousand nine hundred and..... and for any additional period required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of architectural cadets in the Public Works and Country Water Supply, Sewerage and Drainage Department as approved by the Governor in Council and published in the *Government Gazette* of the.....day of.....19..... and any amendments for the time being in force thereof.

2. The cadet will during the said term well and truly serve the Principal Architect as an architectural cadet and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification he will if required so to do serve in the Public Service of the State for a period of four years in accordance with and subject to the provisions contained in regulation 12 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the Principal Architect as ascertained damages and not by way of penalty for such breach or failure a sum of money equivalent to the sum total of all sustenance allowance payments made to the cadet by the Crown as specified in regulation 11 (b) of the said regulations.

5. In consideration of the premises the Principal Architect will during the said term take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as an architectural cadet under and in accordance with the said regulations or any amendments for the time being in force thereof.

In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said (a)..... in the presence of—

Signed, sealed and delivered by the said (c)..... in the presence of—

Signed, sealed and delivered by the said (f)..... in the presence of—

Signed, sealed and delivered by the said (g)..... in the presence of—

(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of Principal Architect.

REGULATIONS GOVERNING THE ADMISSION OF ENGINEERING CADETS IN THE PUBLIC WORKS AND COUNTRY WATER SUPPLY, SEWERAGE AND DRAINAGE DEPARTMENT, AND THE METROPOLITAN WATER SUPPLY, SEWERAGE AND DRAINAGE DEPARTMENT.

1.—Conditions.

(a) An applicant for appointment must not be more than 21 nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution, and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When forwarding his application, each candidate shall attach a completed questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

2.—Qualifications.

(a) An applicant must have qualified for Matriculation in the Faculty of Engineering at the University of Western Australia. Preference will be given to applicants who have passed the Leaving Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Mathematics A, Mathematics B, Physics and Chemistry.

(b) An applicant may be required to produce evidence of examinations passed.

3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, the permanent head and the Director of Works, or their nominees.

4.—Probation.

(a) A cadet shall be articled to the Director of Works for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation.



(b) Before the expiration of a cadet's period of probation the permanent head shall report to the Public Service Commissioner on—

- (i) the manner in which the cadet has performed his duties;
- (ii) the progress the cadet has made in the course of study leading to the degree of Bachelor of Engineering or the associateship in engineering as prescribed in subregulation (a) of regulation 5 of these regulations; and
- (iii) his general progress and conduct.

Upon receipt of such report the Commissioner shall confirm or annul the appointment.

#### 5.—Term of Cadetship.

(a) Subject to the provisions of subclause (b) of this regulation and the provisions of regulation 7 of these regulations, a cadet shall serve for a term of five years, during which period he shall—

- (i) attend the University of Western Australia as a full-time student in the Faculty of Engineering and take the course of study leading to the degree of Bachelor of Engineering, provided that with the permission of the Public Service Commissioner on the recommendation of the Director of Works, the cadet may attend the Perth Technical College as a full-time student in the Department of Engineering and take the course of study leading to the associateship in Engineering; and
- (ii) receive practical instruction and undergo courses of training as may be prescribed by the Director of Works.

(b) An applicant who, on appointment as a cadet, has already completed and passed one or more years of the degree course of Bachelor of Engineering or the associateship course in Engineering, may be appointed to the second or a subsequent year of cadetship and may have the term of his cadetship reduced so that the number of years to be served as a cadet corresponds with the number of academic years remaining to be completed in the prescribed degree course at the University or the associateship course at the Perth Technical College.

(c) A cadet shall be granted leave without pay to attend the University or Perth Technical College as a full-time student during the official terms and the annual examination period of each academic year.

(d) If he so desires, and providing it suits the convenience of the Director, a cadet may be employed in the department during the first and second term vacation periods of any year at the University or Perth Technical College.

(e) During the annual or third term vacation period a cadet shall be employed in the department on duties associated with his profession.

(f) A cadet shall serve for an aggregate period of two years in the employ of the Department. In calculating this period account shall be taken of all periods served by the cadet in the employ of the Department during University or Perth Technical College vacations.

(g) A cadet who, after following part of the University course, is forced to relinquish it without proceeding to a degree, for reasons beyond his control, may, with the permission of the Public Service Commissioner on the recommendation of the Director of Works, continue his cadetship by serving full-time in the employ of the Department for an aggregate period to be determined and by entering upon a course of study to enable him to pass, at the end of the prescribed term of cadetship or any approved extension thereof, one of the alternative examinations referred to in regulation 6 of these regulations.

(h) For a portion of the period to be served in the employ of the Department a cadet shall receive instruction in the preparation of engineering drawings, computations, specifications, designing, office methods and general engineering work. The remainder of the term shall be spent in the field on engineering surveys, and the design, construction and maintenance of engineering works, or a short course in the workshops, according to the branch of work to which he is allotted.

(i) Time served with the Department prior to appointment as a cadet may be counted towards the qualifying period at the discretion of the Public Service Commissioner on the recommendation of the Director of Works.

#### 6.—Qualifying Examinations.

A cadet shall not be deemed to have completed his cadetship until he has—

- (a) served the prescribed term of cadetship or any approved extension thereof;
- (b) served for an aggregate period of two years in the employ of the Department; and
- (c) fulfilled one of the following conditions:—

##### Civil Engineering Cadets—

- (i) obtained the degree of Bachelor of Engineering in the University of Western Australia; or
- (ii) passed the Associate Membership Examination of the Institution of Engineers, Australia; or
- (iii) passed sections "A" and "B" of the Associate Membership Examination of the Institution of Civil Engineers, London.

##### Mechanical Engineering Cadets—

- (i) obtained the degree of Bachelor of Engineering in the University of Western Australia; or
- (ii) passed the Associate Membership Examination of the Institution of Engineers, Australia; or
- (iii) passed the Associate Membership Examination of the Institution of Mechanical Engineers, London.

##### Electrical Engineering Cadets—

- (i) obtained the degree of Bachelor of Engineering in the University of Western Australia; or
- (ii) passed the Associate Membership Examination of the Institution of Engineers, Australia; or
- (iii) passed the Associate Membership Examination of the Institution of Electrical Engineers, London.

#### 7.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not completed and passed one of the qualifying examinations prescribed in regulation 6 of these regulations, his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 11 of these regulations a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fifth year of cadetship.

#### 8.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the Director of Works, the cadet's progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

#### 9.—Student Membership.

A cadet, as soon as he is qualified by age, shall become a student member of either the Institution of Engineers, Australia, or the Institution of Civil, Mechanical or Electrical Engineers, London.

#### 10.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the Public Service Act and Regulations relating to a permanent officer in so far as they may be applicable but the period of his cadetship shall not be considered as any part of a term of service for which long service leave may be granted.

## 11.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of or Margin over Annual Equivalent of Male Basic Wage for Metropolitan Area as declared by Court of Arbitration of Western Aus- tralia.
First .....	67½
Second .....	80
Third .....	95
Fourth .....	£50
Fifth .....	£110

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
- (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia; and
- (iii) advancement from year to year shall be subject to satisfactory progress reports from the University and to the receipt by the Public Service Commissioner of a satisfactory report from the Director of Works as to the conduct, diligence and efficiency of the cadet.

(b) During periods of leave without pay granted to a cadet for the purpose of attending the University of Western Australia or the Perth Technical College during the official terms and the annual examination period of each academic year, a sustenance allowance at the rate of £4 10s. per week shall be paid to the cadet; provided that—

- (i) payment of the allowance may be suspended at any time by the Public Service Commissioner on receipt of an unsatisfactory report from the University or the Perth Technical College, or the Director of Works; and
- (ii) payment of the allowance shall not be made for any period of leave without pay granted for purposes other than to attend the University or Perth Technical College during the official term and the annual examination period of an academic year or for any periods of absence from class in respect of which a cadet is unable to furnish a satisfactory explanation.

(c) If a cadet is employed away from his headquarters, the Public Service Commissioner may approve of his being paid an allowance at such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

## 12.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of four years at a salary determined in accordance with the Public Service Commissioner's classification of the work upon which the cadet is engaged

## 13.—Agreement.

Before any person is accepted as a cadet under these regulations, an agreement in the form, or to the effect of, Appendix No. 1 hereto, shall be executed by the person, his legal guardian, the Director of Works and one surety to be determined and approved by the Director of Works.

## Appendix.

## No. 1.

THIS indenture made the.....day of.....one thousand nine hundred and.....between (a).....of (b).....in the State of Western Australia (hereinafter called "the cadet") of the first part,

(c).....of (b).....in the said State (d).....the  
 (e).....of the cadet (hereinafter with his executors and adminis-  
 trators referred to as "the guardian") of the second part, (f).....of  
 (b).....in the said State (d).....(hereinafter with his executors  
 and administrators referred to as "the guarantor") of the third part and  
 (g).....the Director of Works for the State of Western Australia (here-  
 inafter with his successors in office referred to as "the Director of Works") of  
 the fourth part witnesseth that the said parties hereto do hereby mutually  
 agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the Director of Works as an engineering cadet for the term of five years from the.....day of.....one thousand nine hundred and.....and for any additional period required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of engineering cadets in the Public Works and Country Water Supply, Sewerage and Drainage Department and the Metropolitan Water Supply, Sewerage and Drainage Department as approved by the Governor in Council and published in the *Government Gazette* of the.....day of.....19....., and any amendments for the time being in force thereof.

2. The cadet will during the said term well and truly serve the Director of Works as an engineering cadet and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification, he will, if required so to do, serve in the Public Service of the State for a period of four years in accordance with and subject to the provisions contained in regulation 12 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the Director of Works as ascertained damages and not by way of penalty for such breach or failure a sum of money equivalent to the sum total of all sustenance allowance payments made to the cadet by the Crown as specified in regulation 11 (b) of the said regulations.

5. In consideration of the premises the Director of Works will, during the said term, take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as an engineering cadet under and in accordance with the said regulations or any amendments for the time being in force thereof.

In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said .....  
 (a).....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....  
 (c).....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....  
 (f).....  
 in the presence of—  
 .....

Signed, sealed and delivered by the said .....

(g).....  
in the presence of—

- .....  
(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of Director of Works.

## REGULATIONS GOVERNING THE ADMISSION OF VETERINARY SCIENCE CADETS IN THE DEPARTMENT OF AGRICULTURE.

### 1.—Conditions.

(a) An applicant for appointment shall not be more than 21 years nor less than 16 years of age. He shall be required to produce evidence of date of birth and a medical certificate to the effect that he is of sound constitution, and not affected with any physical infirmity which would interfere with the proper exercise of his profession. He shall also produce satisfactory evidence as to his character.

(b) When applying for appointment an applicant shall complete a questionnaire on the printed form obtainable at the office of the Public Service Commissioner.

### 2.—Qualifications.

(a) An applicant must have qualified for Matriculation in the Faculty of Science in the University of Western Australia. Preference will be given to applicants who have passed the Leaving Certificate examination of the University of Western Australia, or an approved equivalent examination, in English, Mathematics A, Mathematics B, Physics and Chemistry.

(b) An applicant may be required to produce evidence of examinations passed.

### 3.—Selection.

(a) Applications will be invited by the Public Service Commissioner by advertisement.

(b) The selection of applicants considered suitable for appointment will be made by a board consisting of the Public Service Commissioner, the Director of Agriculture, or their nominees, and one other person nominated by the Commissioner.

### 4.—Probation.

A cadet shall be articulated to the Director of Agriculture for the term prescribed in regulation 5 of these regulations, but his appointment in the first instance shall be subject to a period of 12 months' probation. Before the expiration of the period of probation the Director of Agriculture shall report to the Public Service Commissioner on the manner in which the probationer has performed his duties and upon his general progress and conduct. Upon receipt of such report the Commissioner shall confirm or annul the appointment.

### 5.—Term of Cadetship.

(a) Subject to the provisions of subclause (b) of this regulation and the provisions of regulation 7 of these regulations, a cadet shall be required to serve for a term of five years, during which period he shall—

- (i) complete the first academic year in the Faculty of Science in the University of Western Australia as a full-time student;
- (ii) complete the academic requirements of the Faculty of Veterinary Science in the University of Sydney or the University of Queensland as a full-time student; and
- (iii) receive practical instruction and undergo courses of training as may be prescribed by the Director of Agriculture.

(b) An applicant, who on appointment as a cadet, has already completed and passed one or more years of the degree course of Bachelor of Veterinary Science, may be appointed to the second or a subsequent year of cadetship and may have the term of his cadetship reduced so that the number of years to be served as a cadet corresponds with the number of academic years remaining to be completed in the prescribed degree course.

(c) A cadet shall be granted leave without pay to attend university as a full-time student during the official terms and the annual examination period of each academic year.

(d) Whilst in attendance at the University of Western Australia, a cadet, if he so desires and providing it suits the convenience of the Director, may be employed in the department during the first and second term vacation periods.

(e) During the annual or third term vacation period of all academic years a cadet shall be employed in the department on duties associated with his profession.

#### 6.—Qualifying Examination.

A cadet shall not be deemed to have completed his cadetship until he has served the prescribed term of cadetship or any approved extension thereof and until he has obtained the degree of Bachelor of Veterinary Science in the University of Sydney or the University of Queensland.

#### 7.—Extension of Term.

(a) If at the end of the prescribed term of his cadetship a cadet has not obtained the degree of Bachelor of Veterinary Science his cadetship may be extended at the discretion of the Public Service Commissioner for a further period not exceeding two years.

(b) Subject to the provisions of regulation 10 of these regulations a cadet's rate of remuneration during any approved extension of his cadetship shall be the same as that prescribed for the fifth year of cadetship.

#### 8.—Progress and Conduct.

At any time after a cadet has completed one year of the prescribed term of service, if, in the opinion of the Director of Agriculture, the cadet's progress and/or general conduct have not been satisfactory, his cadetship may be cancelled on the approval of the Public Service Commissioner.

#### 9.—Regulations.

During the whole term of his cadetship and any approved extension thereof, a cadet shall be subject to the provisions of the Public Service Act and Regulations relating to a permanent officer in so far as they may be applicable, but the period of his cadetship shall not be considered as any part of a term of qualifying service for which long service leave may be granted.

#### 10.—Remuneration.

(a) The remuneration of a cadet during periods of service in the department shall be at the following rates:—

Year of Cadetship.	Percentage of or Margin over Annual Equivalent of Male Basic Wage for Metropolitan Area as declared by Court of Arbitration of Western Australia.
First	67½
Second	80
Third	95
Fourth	£50
Fifth	£110

Provided that—

- (i) the above rates may be varied from time to time at the discretion of the Public Service Commissioner;
- (ii) a cadet on attaining the age of 21 years shall, irrespective of year of cadetship, receive not less than 100 per cent. of the annual equivalent of the male basic wage declared for the metropolitan area from time to time by the Court of Arbitration of Western Australia; and
- (iii) advancement from year to year shall be subject to satisfactory progress reports from the University and to the receipt by the Public Service Commissioner of a satisfactory report from the Director of Agriculture as to the conduct, diligence and efficiency of the cadet.

(b) Subject to the provisions of subclause (d) of this regulation, a sustenance allowance at the rate of £4 10s. per week shall be paid to a cadet during periods of leave without pay granted for the purpose of attending the University of Western Australia during the official terms and the annual examination period of the first academic year.

(c) Subject to the provisions of subclause (d) of this regulation, an allowance of £275 per annum, payable in three equal moieties in advance at the beginning of each academic term, shall be paid to a cadet during periods of leave without pay granted for the purpose of attending the University of Sydney or the University of Queensland.

(d) Payment of the allowances prescribed in subclauses (b) and (c) of this regulation—

- (i) may be suspended at any time by the Public Service Commissioner on receipt of an unsatisfactory report from the University or the Director of Agriculture; and
- (ii) shall not be made for any period of leave without pay granted for purposes other than to attend university during the official term and the annual examination period of an academic year or for any periods of absence from class in respect of which a cadet is unable to furnish a satisfactory explanation.

(a) A cadet (attending the University of Sydney or University of Queensland) shall be paid first class rail fares to and from Sydney or Brisbane each year.

(f) If a cadet is employed away from his headquarters, the Public Service Commissioner may approve of his being paid an allowance at such rate as the Commissioner determines as compensation for any extra cost of living involved and/or any extra cost for transport expenses necessarily incurred.

#### 11.—Service.

A cadet who has satisfactorily completed his cadetship shall (should he be so required) serve in the Public Service of the State for a period of five years at a salary determined in accordance with the Public Service Commissioner's classification of the work upon which the cadet is engaged.

#### 12.—Agreement.

Before any person is accepted as a cadet under these regulations, an agreement in the form, or to the effect of, Appendix No. 1 hereto, shall be executed by the person, his legal guardian, the Director of Agriculture and one surety to be determined and approved by the Director of Agriculture.

#### Appendix.

##### No. 1.

THIS indenture made the.....day of.....one thousand nine hundred and.....between (a).....of (b).....in the State of Western Australia (hereinafter called "the cadet") of the first part, (c).....of (b).....in the said State (d).....the (e).....of the cadet (hereinafter with his executors and administrators referred to as "the guardian") of the second part, (f).....of (b).....in the said State (d).....(hereinafter with his executors and administrators referred to as "the guarantor") of the third part and (g).....the Director of Agriculture for the State of Western Australia (hereinafter with his successors in office referred to as "the Director") of the fourth part witnesseth that the said parties hereto do hereby mutually agree and declare as follows:—

1. The cadet of his own free will and accord, with the consent of the guardian, hereby places and binds himself to serve the Director of Agriculture as a veterinary science cadet for the term of five years from the.....day of.....one thousand nine hundred and.....and for any additional period required to satisfactorily complete his cadetship under and subject to the regulations governing the admission of veterinary science cadets in the Department of Agriculture as approved by the Governor in Council and published in the *Government Gazette* of the.....day of.....19....., and any amendments for the time being in force thereof.

2. The cadet will during the said term well and truly serve the Director as a veterinary science cadet and will in all respects and at all times observe, perform and comply with the obligations on the part of the cadet contained in the said regulations or any amendments for the time being in force thereof.

3. When the cadet shall have satisfactorily completed his cadetship and obtained his certificate of qualification he will, if required so to do, serve in the Public Service of the State for a period of five years in accordance with and subject to the provisions contained in regulation 11 of the said regulations or any amendments for the time being in force thereof.

4. That if from any cause whatsoever the cadet shall fail to satisfactorily complete his cadetship as required by these presents, or shall fail to observe, perform and comply with the obligations on the part of the cadet contained herein, and in the said regulations, or shall fail to comply with the provisions of clause 3 hereof, or shall be required to leave the course of cadetship or subsequent employment in the State Public Service during the term herein specified, by reason of misconduct, idleness, disobedience, non-attendance, irregular or unpunctual attendance, want of interest in work, or immoral conduct, then in such cases the guardian and the guarantor, the parties of the second and third parts hereof, shall jointly and severally be liable for and forthwith on demand shall pay to the Director as ascertained damages and not by way of penalty for such breach or failure a sum of one thousand pounds (£1,000).

5. In consideration of the premises the Director will during the said term take and accept the cadet and employ him and instruct him or cause him to be employed and instructed as a veterinary science cadet under and in accordance with the said regulations or any amendments for the time being in force thereof.

In witness whereof the said parties hereto have hereunto set their hands and seals the day and year first hereinbefore written.

Signed, sealed and delivered by the said .....  
(a) .....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(c) .....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(f) .....  
in the presence of—  
.....

Signed, sealed and delivered by the said .....  
(g) .....  
in the presence of—  
.....

(a) Full name of cadet. (b) Address. (c) Full name of guardian. (d) Occupation. (e) Father, mother or guardian, as the case may be. (f) Full name of guarantor. (g) Full name of Director of Agriculture.

Approved by His Excellency the Governor in Executive Council, this 5th day of December, 1957.

R. H. DOIG,  
Clerk of the Council.