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PUBLIC SERVICE ACT, 1904-1970

CADETS

(FULL-TIME TRAINING)

DETERMINATION, 1972

AND

CADETS

(PART-TIME ACADEMIC TRAINING)

DETERMINATION, 1972

PUBLIC SERVICE ACT, 1904-1970

CADETS (FULL-TIME TRAINING) DETERMINATION 1972

THE Public Service Board, pursuant to the power conferred on it under Section 30A of the Public Service Act, 1904-1970, hereby determines that the terms and conditions of employment and service of persons appointed to the cadetships to which this determination applies shall be as specified in this determination.

- Citation** 1. This determination may be cited as the Cadets (Full-time Training) Determination, 1972.
- Commencement** 2. This determination shall come into operation on the day of its publication in the *Government Gazette*.
- Interpretation** 3. In this determination the following expressions shall, unless the contrary intention appears, have the meanings hereby respectively assigned to them, namely—
- “ the Act ” means the Public Service Act, 1904, and includes any amendment thereto ;
- “ the Board ” means the Public Service Board constituted under the Act ;
- “ satisfactory progress ” in relation to a course of study and training means diligently pursuing to completion the course of study and training and passing the examinations for a subject, subjects or combination of subjects at a rate and in a manner that satisfies the Board ;
- “ the Department ” means the Department to which a person who is appointed to a cadetship is allocated.
- “ the Schedule ” means the Schedule to this determination.
- Application** 4. This determination applies to the classes of cadetships set out in column 1 of the Schedule.
- Application of Public Service Act, 1904** 5. During the whole of the term of the cadetship and during any suspension or extension thereof a person appointed to a cadetship pursuant to this determination is subject to the provisions of the Act, and the regulations made thereunder to the extent to which those provisions are capable of being applied with or without adaptation, but a person appointed pursuant to the provisions of this determination is not an officer for the purposes of the Act and the regulations.
- Eligibility for Appointment** 6. (1) Subject to this paragraph, a person is eligible for appointment to a cadetship specified in column 1 of the Schedule if he—
- (a) complies with eligibility requirements specified in column 2 of the Schedule in respect of that class of cadetship ; or
- (b) has made satisfactory progress in the course of study and training specified in column 3 of the Schedule in respect of that class of cadetship.
- (2) In addition to fulfilling the requirements set out in subparagraph (1) of this paragraph a person shall only be eligible for appointment to a cadetship if he—
- (a) is not more than 21 years of age nor less than 16 years of age at his next birthday immediately following his application unless the Board in the exercise of its discretion under paragraph 7 of this determination determines otherwise ;
- (b) passes the medical test as prescribed under the Act and Regulations ;
- (c) produces to the Board satisfactory evidence as to his character ; and
- (d) passes any aptitude test required by the Board.
- (3) An applicant shall not be deemed to have fulfilled any of the requirements set out in this paragraph unless he produces proof of the fact to the satisfaction of the Board.
- Age Limits** 7. The Board may at its discretion vary the age limits in respect of any cadetship.
- Order of Appointment** 8. (1) Selection committees appointed by the Board shall consider and report to the Board upon applicants for appointment to cadetships.
- (2) The selection committees shall have regard to the applicant's academic record and such other matters as are considered relevant in determining his suitability for the course of study and training specified in respect of the class of cadetship.
- (3) Appointment of an applicant to a cadetship shall be made by the Board and shall be contingent on the applicant satisfying University, Institute of Technology or Technical Education Division requirements for admission to the course of study and training specified in column 3 of the Schedule for the class of cadetship for which he has applied.

Course of Study and Training

9. (1) The course of study and training specified in column 3 of the Schedule is the specified course of study and training to be undertaken in respect of the class of cadetship in column 1 of the Schedule.

(2) A cadet shall undertake full-time University, Institute of Technology, or Technical Education courses or Departmental training according to the requirements of the Schedule and if so required a cadet shall work in the Department or other approved establishment during academic vacations and for such additional period required to complete the course of training specified in column 3 of the Schedule in respect of that class of cadetship.

Fees

10. Unless the cadet has been suspended by the Board, a cadet shall be entitled to have all compulsory tuition fees paid on his behalf for those subjects which are comprised in the course of study and training as specified in column 3 of the Schedule in respect of his class of cadetship but this entitlement does not extend to subjects which are taken as a repetition of, addition to or substitution for any part of the course of study and training.

Leave

11. A cadet shall not be entitled to any leave entitlements applicable to officers under the Act except an annual leave entitlement at the times approved by the Board.

Term of Cadetship

12. (1) Subject to this paragraph, the term of a cadetship shall be as specified in column 5 of the Schedule as being the maximum period of training in respect of that class of cadetship.

(2) On his appointment to a cadetship a cadet shall be appointed to that year of the term of the cadetship that the Board deems appropriate, having regard to the conditions as to eligibility that the cadet has attained at the time of his application for the cadetship.

(3) The Permanent Head of every Department shall cause to be submitted to the Board after each examination or whenever the Board so requests a report on each cadet in that Department stating—

- (a) the examination results obtained by the cadet at any examination attended by him in that year ; and
- (b) his opinion as to the cadet's conduct, diligence and efficiency and his fitness to continue the cadetship.

(4) If the Board is of the opinion that a cadet has made satisfactory progress and is satisfied as to his conduct, diligence and efficiency in that year and his fitness to continue the cadetship it may allow the cadet to progress from that year of his cadetship to the next succeeding year of the cadetship and the provisions of paragraph 14 relating to any increase in salary will apply to the cadet.

(5) If the Board is of the opinion that a cadet has failed to make satisfactory progress or is not satisfied as to his conduct, diligence or efficiency or his fitness to continue the cadetship it may suspend the cadet, extend the term of the cadetship or terminate the cadetship agreement or may require the cadet to enter into a new cadetship agreement.

(6) If the Board suspends the cadet the cadet shall not so long as the suspension remains in force be entitled to any entitlements under this determination unless the Board otherwise directs.

(7) Where a cadet has been suspended by the Board pursuant to this paragraph the cadet shall remain subject to the provisions of this determination and may be required to complete that portion of the course of study and training that has not been completed on such terms and in such a manner as the Board requires and upon fulfilling those requirements to the satisfaction of the Board the cadet may on the direction of the Board be allowed to progress to the next succeeding year of the cadetship.

(8) If at the end of the term of the cadetship a cadet has not, in the opinion of the Board, completed the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship the Board may—

- (a) extend the term of the cadetship for a further period not exceeding two years ;
- (b) require the cadet to enter into a new cadetship agreement ; or
- (c) terminate the cadetship agreement.

(9) If the Board as the case may be, suspends the cadet, extends the term of the cadetship or terminates a cadetship agreement it shall cause written notification of its decision to be given to the cadet and his parent, guardian or other surety under the cadetship agreement and the notification shall take effect from the date thereof according to its tenor and the provisions of this determination but the suspension or extension shall not relieve or suspend the cadet, parent, guardian or other surety under the cadetship agreement from liability thereunder.

(10) If the Board requires a cadet to enter into a new cadetship agreement pursuant to this paragraph it shall cause written notification of its decision to be given to the cadet and his parent, guardian or other surety under the then existing cadetship agreement and if those parties to the then existing cadetship agreement or any one or more of them refuse to enter into a new cadetship agreement as requested, the Board may, at its option, terminate the cadetship agreement.

**Completion of
Training**

13. (1) A cadet of the class designated in column 1 of the Schedule shall be deemed to have completed his cadetship when he has completed and passed to the satisfaction of the Board the course of study and training specified in column 3 of the Schedule in respect of that class of cadetship.

(2) Where a cadet has completed his cadetship he is eligible, at the discretion of the Board, to be offered an appointment to the office specified in column 7 of the Schedule in respect of that class of cadetship.

**Salary and
Allowances**

14. (1) Subject to this paragraph, the salary payable to cadets other than during the academic year shall be in accordance with Scale 1 in Schedule A to the Public Service (General Division Officers) Salaries Agreement No. 84 of 1971 and amendments thereto or any new agreement made in addition to or substitution for thereof and a reference in this determination to "the scale" shall be read as a reference to that scale.

(2) The salary of a cadet shall commence—

- (a) at item 5 of the scale if the cadet commences the cadetship having obtained the Leaving Certificate, Matriculation or equivalent qualification ; or
- (b) at any other item in the scale deemed appropriate by the Board if the cadet commences the cadetship having already made satisfactory progress towards the completion of the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship ;

and shall increase thereafter in accordance with the scale for each subsequent year of the cadetship if the Board is of the opinion that the cadet has made satisfactory progress in the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship.

(3) Where eligibility for appointment to a cadetship as specified in column 2 of the Schedule requires the completion of a graduate or equivalent course of study the Board may fix the appropriate points in the scale for a cadet's salary range at its discretion.

(4) A cadet who has attained the age of 21 years shall be paid not less than the minimum wage determined from time to time by the Commonwealth Conciliation and Arbitration Commission irrespective of the stage of course and training being undertaken by him.

(5) A female cadet who has not attained the age of 21 years shall be entitled to a salary which is equivalent to $87\frac{1}{2}$ per cent of the salary mentioned in sub-paragraph (2) of this paragraph.

(6) During the academic year a cadet shall not be paid a salary but shall be entitled to receive a sustenance allowance amounting to 30 per cent of the rate payable under subparagraph (2) of this paragraph but this entitlement shall cease if the Board suspends the cadet pursuant to paragraph 12 of this determination and directs that sustenance payments shall be suspended.

(7) If a cadet is employed away from his Departmental headquarters, the Board may approve of the payment of an allowance for any extra costs of living involved or for transport expenses necessarily incurred.

(8) Where the Board considers that in order to undertake the course of study and training, a cadet whose ordinary place of residence is outside a radius of 25 miles from the Perth G.P.O. is required to live away from his ordinary place of residence, the Board may at its discretion approve of the payment to the cadet of an allowance in addition to the sustenance allowance under subparagraph (6) of this paragraph ;

(9) The Board may at its discretion approve of the payment to the cadet of any further allowances to enable the cadet to undertake the course of study and training.

Cadetship Agreement

15. (1) An applicant who is granted an appointment to a cadetship and his parent, guardian or other surety approved by the Board shall, before the applicant commences his cadetship enter into an agreement with the Board in a form approved by the Board.

Required Service

(2) Subject to this paragraph, a person who has served a cadetship for the term specified in paragraph 12 of this determination and has accepted an offer of appointment to an office specified in column 7 of the Schedule in respect of his class of cadetship shall remain in the Department of the State Public Service to which he is appointed for the maximum period specified in column 6 of the Schedule in respect of his class of cadetship.

(3) The period of required service under subparagraph (2) of this paragraph of a person who has had the term of his cadetship reduced under subparagraph 12 (2) of this determination and who completes the remainder of the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship without an extension of his cadetship agreement shall be ascertained in accordance with the following equation :—

$$\frac{a}{b} \times c = d$$

(where—

a = term of the cadetship as reduced under sub-paragraph 12 (2) of this determination.

b = maximum term of study and training as given in column 5 of the Schedule.

c = maximum period of required service as given in column 6 of the Schedule.

d = period of service required to be served)

but in no case shall the period of required service amount to less than two years.

(4) Where the Board extends the term of the cadetship pursuant to paragraph 12 of this determination the period of the extension may at the discretion of the Board, be added to the period of required service specified in subparagraph (2) or (3) of this paragraph.

Sum Payable for Breach of Cadetship Agreement

16. (1) Subject to subparagraph (2) of this paragraph, the sum of money to be reimbursed to the Board by a person in the event of the termination of the cadetship agreement by the Board shall be a sum of money equivalent to the sum of—

(a) all sustenance payments received by him ; and

(b) all fees and education allowances paid on his behalf.

(2) If a person has served in a cadetship and has thereafter accepted and has been employed in an office pursuant to paragraph 15 of this determination the amount to be reimbursed to the Board shall be reduced in the following manner :—

(a) the sum of money referred to in subparagraph (1) of this paragraph shall be divided by the number of weeks of required service specified in subparagraph 15 (2) or 15 (3) of this determination ;

(b) the sum shown as the resultant quotient shall be multiplied by the number of weeks the person has served pursuant to subparagraph 15 (2) of this determination to give a product ;

(c) the product of the calculation in subparagraph (b) of this subparagraph shall be deducted from the total under subparagraph (1) of this paragraph and the amount of the balance shall be the amount for which the person is liable ; and

(d) for the purposes of this subparagraph a fraction of a week shall be treated as one week.

Evidentiary Provisions

17. A certificate or notice signed by or on behalf of the Board as to the opinion or decision of the Board on any matter on which the Board may give an opinion or which the Board may determine or approve under this determination or as to whether anything has or has not been done to the satisfaction of the Board or has or has not been approved by the Board shall be conclusive evidence of the matter stated in the certificate or notice.

Service of Notice

18. Any notice, certificate, approval, consent, requirement, demand or other communication to be given by the Board shall be deemed to have been duly given if given in writing signed by or on behalf of the Board or the Permanent Head of the Department to which the cadet is appointed and handed to the person to whom the notice, certificate, approval, consent, requirement, demand or other communication is addressed or posted to his usual or last known place of address.

Student Affiliation

19. Where the course of study and training the cadet is pursuing so requires, the cadet shall obtain student membership with the appropriate professional body.

THE SCHEDULE

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cadetship	Eligibility for appointment as specified in paragraph 6 of determination	Course of Study and Training	Full-time or Part-time	Maximum Period of Training	Maximum Period of Required Service	Eligible for appointment to office of :
Cadet Agricultural Scientist	Qualified for admission to the Faculty of Agriculture, University of Western Australia	A course of study and training qualifying for the award of Bachelor of Science in Agriculture, University of Western Australia and practical training under the direction of the Director of Agriculture	Full-time	4 years	4 years	Adviser, or Research Officer, Level 1
Cadet Architect	Qualified for admission to the Faculty of Architecture, University of Western Australia or the Associateship Course in Architecture, Western Australian Institute of Technology	(i) a course of study and training qualifying for the award of Bachelor of Architecture, University of Western Australia and practical training under the direction of the Principal Architect or such other person as the Board shall nominate ; (ii) A course of study and training qualifying for the award of Associateship in Architecture, Western Australian Institute of Technology and practical training under the direction of the Principal Architect or such other person as the Board shall nominate and in each case shall obtain registration under the provisions of the Architects' Registration Act, 1921 within two years of appointment to a position of Architect, Level 1 and failing which salary increments shall cease until this requirement is met	(i) Full-time (ii) 3 years Full-time and 2 years Part-time	(i) 5 years (ii) 5 years	(i) 5 years (ii) 4 years	Architect, Level 1
Cadet Dental Officer	Qualified for admission to the Faculty of Dental Science, University of Western Australia	A course of study and training qualifying for the award of the Degree of Bachelor of Dental Science, University of Western Australia	Full-time	5 years	5 years	Dental Officer, Level 1
Cadet Engineer (Civil)	Qualified for admission to the Faculty of Engineering, University of Western Australia or the Associateship course in Civil Engineering, Western Australian Institute of Technology	A course of study and training qualifying for the award of— (a) Bachelor of Engineering, University of Western Australia ; or (b) Associateship in Civil Engineering, Western Australian Institute of Technology Practical training in the department under the direction of the Director of Engineering or such other person as the Board shall nominate	Full-time	4 years (a) 3 years (b)	4 years (a) 3 years (b)	Engineer, Level 1
Cadet Engineer (Electrical)	Qualified for admission to Faculty of Engineering, University of Western Australia or to the Associateship course in Electrical Engineering, Western Australian Institute of Technology	A course of study and training qualifying for the award of— (a) Bachelor of Engineering, University of Western Australia ; or (b) Associateship in Electrical Engineering, Western Australian Institute of Technology Practical training in the department under the direction of the Director of Engineering or such other person as the Board shall nominate	Full-time	4 years (a) 3 years (b)	4 years (a) 3 years (b)	Engineer, Level 1
Cadet Engineer (Mechanical)	Qualified for admission to Faculty of Engineering, University of Western Australia, or the Associateship course in Mechanical Engineering, Western Australian Institute of Technology	A course of study and training, qualifying for the award of— (a) Bachelor of Engineering, University of Western Australia ; or (b) Associateship in Mechanical Engineering, Western Australian Institute of Technology Practical training in the department under the direction of the Director of Engineering or such other person as the Board shall nominate	Full-time	4 years (a) 3 years (b)	4 years 3 years (b)	Engineer, Level 1
Cadet Fisheries Research Officer (or Cadet Wildlife Manager)	Qualified for admission to the Faculty of Science, University of Western Australia	A course of study and training qualifying for the award of the Degree of Bachelor of Science, University of Western Australia and practical training under the direction of the Director of the Department of Fisheries and Fauna	Full-time	3 years	3 years	Research Officer, Level 1
Cadet Forestry Officer	Qualified for admission to the Faculty of Science, University of Western Australia and to the Faculty of Forestry, Australian National University	A course of study and training as follows :— (a) Complete and pass the first academic year in the Faculty of Science at the University of Western Australia (b) Complete and pass the academic requirements of the Faculty of Forestry, Australian National University, Canberra, and (c) Practical training under the direction of the Conservator of Forests or the Australian National University, Canberra	Full-time	4 years	4 years	Assistant Divisional Forestry Officer, Level 1
Cadet Medical Technologist	Qualified for admission to the Associateship course in Medical Technology, Western Australian Institute of Technology	A course of study and training qualifying for the award of Associateship in Medical Technology, Western Australian Institute of Technology and practical training under the direction of the Director of Agriculture or the Commissioner of Public Health	Full-time	3 years	3 years	Medical Technologist, Level 1
Cadet Social Worker	(i) Qualified for admission to the Associateship course in Social Work, Western Australian Institute of Technology ; or (ii) the Master's Degree in Social Work, University of Western Australia	A course of study and training qualifying for the award of— (i) Associateship in Social Work, Western Australian Institute of Technology ; or (ii) Master of Social Work, University of Western Australia	(i) Full-time (ii) Full-time	(i) 4 years (ii) 2 years	(i) 4 years (ii) 2 years	Social Worker, Level 2 Social Worker, Level 3
Cadet Surveyor	Qualified for admission to the Associateship course in Land Surveying, Western Australian Institute of Technology	A course of study and training qualifying for the award of Associateship in Surveying, Western Australian Institute of Technology, qualifying examinations for Land Surveyors Licensing Board and practical training under the direction of the Surveyor General	Full-time and Part-time	3 years Full-time and 2 years Part-time	4 years	Surveyor, Level 2
Cadet Town Planner	Qualified for admission to the Associateship course in Town Planning, Western Australian Institute of Technology	A course of study and training qualifying for the award of Associateship in Town Planning, Western Australian Institute of Technology. Practical training for one year in the department under the direction of the Commissioner of Town Planning	3 years Full-time and 1 year Part-time	4 years	3 years	Planning Officer, Level 1
Cadet Veterinary Officer	Qualified for admission to the Faculty of Veterinary Science of an Australian University	A course of study and training qualifying for the award of Bachelor of Veterinary Science at an Australian University and practical training under the direction of the Director of Agriculture	Full-time	5 years	5 years	Veterinary Officer, Level 1

PUBLIC SERVICE ACT, 1904-1970

CADETS (PART-TIME ACADEMIC TRAINING) DETERMINATION 1972

THE Public Service Board, pursuant to the power conferred on it under Section 30A of the Public Service Act, 1904-1970, hereby determines that the terms and conditions of employment and service of persons appointed to the cadetships to which this determination applies shall be as specified in this determination.

- Citation** 1. This determination may be cited as the Cadets (Part-time Academic Training) Determination, 1972.
- Commencement** 2. This determination shall come into operation on the day of its publication in the *Government Gazette*.
- Interpretation** 3. In this determination the following expressions shall, unless the contrary intention appears, have the meanings hereby respectively assigned to them, namely—
- “ the Act ” means the Public Service Act, 1904, and includes any amendment thereto ;
 - “ the Board ” means the Public Service Board constituted under the Act ;
 - “ satisfactory progress ” in relation to a course of study and training means diligently pursuing to completion the course of study and training and passing the examinations for a subject, subjects or combination of subjects at a rate and in a manner that satisfies the Board ;
 - “ the Department ” means the Department to which a person who is appointed to a cadetship is allocated ;
 - “ the Schedule ” means the Schedule to this determination.
- Application** 4. This determination applies to the classes of cadetships set out in column 1 of the Schedule.
- Application of Public Service Act, 1904** 5. During the whole of the term of the cadetship and during any suspension or extension thereof a person appointed as a cadet pursuant to the determination is subject to the provisions of the Act, and the regulations made thereunder to the extent to which those provisions are capable of being applied with or without adaptation but a person appointed pursuant to the provisions of this determination is not an officer for the purposes of the Act and Regulations.
- Eligibility for Appointment** 6. (1) Subject to this paragraph, a person is eligible for appointment to a cadetship specified in column 1 of the Schedule if he—
- (a) complies with eligibility requirements specified in column 2 of the Schedule in respect of that class of cadetship ; or
 - (b) has made satisfactory progress in the course of study and training specified in column 3 of the Schedule in respect of that class of cadetship.
- (2) In addition to fulfilling the requirements set out in subparagraph (1) of this paragraph a person shall only be eligible for appointment to a cadetship if he—
- (a) is not more than 21 years of age nor less than 16 years of age at his next birthday immediately following his application unless the Board in the exercise of its discretion under paragraph 7 of this determination determines otherwise ;
 - (b) passes the medical test as prescribed under the Act and Regulations ;
 - (c) produces to the Board satisfactory evidence as to his character ; and
 - (d) passes any aptitude test required by the Board.
- (3) An applicant shall not be deemed to have fulfilled any of the requirements set out in this paragraph unless he produces proof of the fact to the satisfaction of the Board.
- Age Limits** 7. The Board may at its discretion vary the age limits in respect of any cadetship.
- Order of Appointment** 8. (1) Selection committees appointed by the Board shall consider and report to the Board upon applicants for appointment to cadetships.
- (2) The selection committees shall have regard to the applicant's academic record and such other matters as are considered relevant in determining his suitability for the course of study and training specified in respect of the class of cadetship.
- (3) Appointment of an applicant to a cadetship shall be made by the Board and shall be contingent on the applicant satisfying Institute of Technology or Technical Education Division requirements for admission to the course of study and training specified in column 3 of the Schedule for the class of cadetship for which he has applied.

**Course of Study
and Training**

9. (1) The course of study and training specified in column 3 of the Schedule is the specified course of study and training to be undertaken in respect of the class of cadetship in column 1 of the Schedule.

(2) A cadet shall undertake part-time Institute of Technology or Technical Education Division courses or Departmental training according to the requirements of the Department in order to complete the course of study and training specified in column 3 of the Schedule in respect of that class of cadetship.

Fees

10. Unless the cadet has been suspended by the Board, a cadet shall be entitled to have all compulsory tuition fees paid on his behalf for those subjects which are comprised in the course of study and training as specified in column 3 of the Schedule in respect of his class of cadetship but this entitlement does not extend to subjects which are taken as a repetition of, addition to or substitution for any part of the course of study and training.

Leave

11. A cadet shall have the same leave entitlements as prescribed under the Act for permanent officers of the State Public Service.

**Term of
Cadetship**

12. (1) Subject to this paragraph, the term of a cadetship shall be as specified in column 5 of the Schedule as being the maximum period of training in respect of that class of cadetship.

(2) On his appointment to a cadetship a cadet shall be appointed to that year of the term of the cadetship that is, in the opinion of the Board, appropriate having regard to the conditions as to eligibility that the cadet has attained at the time of the application for the cadetship.

(3) The Permanent Head of every Department shall cause to be submitted to the Board after each examination or whenever the Board so requests a report on each cadet in that Department stating—

- (a) the examination results obtained by the cadet at any examination attended by him in that year ; and
- (b) his opinion as to the cadet's conduct, diligence and efficiency and his fitness to continue the cadetship.

(4) If the Board is of the opinion that a cadet has made satisfactory progress and is satisfied as to his conduct, diligence and efficiency in that year and his fitness to continue the cadetship it may allow the cadet to progress from that year of his cadetship to the next succeeding year of the cadetship and the provisions of paragraph 14 relating to any increase in salary will apply to the cadet.

(5) If the Board is of the opinion that a cadet has failed to make satisfactory progress or is not satisfied as to his conduct, diligence or efficiency or his fitness to continue the cadetship it may suspend the cadet, extend the term of the cadetship or terminate the cadetship agreement or may require the cadet to enter into a new agreement.

(6) If the Board suspends the cadet the cadet shall not so long as the suspension remains in force be entitled to any entitlements under this determination unless the Board otherwise directs.

(7) Where a cadet has been suspended by the Board pursuant to this paragraph the cadet shall remain subject to the provisions of this determination and may be required to complete that portion of the course of study and training that has not been completed on such terms and in such a manner as the Board requires and upon fulfilling those requirements to the satisfaction of the Board the cadet may on the direction of the Board be allowed to proceed to the next succeeding year of the cadetship.

(8) If at the end of the term of the cadetship a cadet has not, in the opinion of the Board, completed the course of study and training specified in column 3 of the Schedule in respect of this class of cadetship the Board may—

- (a) extend the term of the cadetship for a further period not exceeding two years ;
- (b) require the cadet to enter into a new cadetship agreement ; or
- (c) terminate the cadetship agreement.

(9) If the Board as the case may be suspends the cadet, extends the term of the cadetship or terminates the cadetship agreement it shall cause written notification of its decision to be given to the cadet and his parent, guardian or other surety under the cadetship agreement and the notification shall take effect from the date thereof according to its tenor and the provisions of this determination but the suspension or extension shall not relieve or suspend the cadet, parent, guardian or other surety under the cadetship agreement from liability thereunder.

(10) If the Board requires a cadet to enter into a new cadetship agreement pursuant to this paragraph it shall cause written notification of its decision to be given to the cadet and his parent, guardian or other surety under the then existing cadetship agreement and if those parties to the then existing cadetship agreement or any one or more of them refuse to enter into a new cadetship agreement as requested, the Board may, at its option, terminate the cadetship agreement.

Completion of Training

13. (1) A cadet of the class designated in column 1 of the Schedule shall be deemed to have completed his cadetship when he has completed and passed to the satisfaction of the Board the course of study and training specified in column 3 of the Schedule in respect of that class of cadetship and has passed the Departmental examination, if any, specified in that column.

(2) Where a cadet has completed his cadetship he is eligible, at the discretion of the Board, to be offered an appointment to the office specified in column 7 of the Schedule in respect of that class of cadetship.

Salary and Allowances

14. (1) Subject to this paragraph, the salary payable to cadets shall be in accordance with Scale 1 in Schedule A to the Public Service (General Division Officers) Salaries Agreement, No. 84 of 1971 and amendments thereto or any new agreement made in substitution thereof and a reference in this determination to "the scale" shall be read as a reference to that scale.

(2) The salary of a cadet shall commence—

- (a) at item 4 of the scale if the cadet commences the cadetship having obtained the Junior Certificate or equivalent qualification ;
- (b) at item 5 of the scale if the cadet commences the cadetship having passed sufficient Leaving Certificate, Matriculation or equivalent qualification subjects deemed appropriate by the Board ;
- (c) at any other item of the scale deemed appropriate by the Board if the cadet commences the cadetship having already made satisfactory progress towards the completion of the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship,

and shall increase thereafter in accordance with that scale for each subsequent year of the cadetship if the Board is of the opinion that the cadet has made satisfactory progress in the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship.

(3) (a) A female cadet who has attained the age of 21 years shall be entitled to the same salary mentioned in subparagraph (2) of this paragraph ;

(b) A female cadet who has not attained the age of 21 years shall be entitled to a salary which is equivalent to 87½% of the salary mentioned in subparagraph 2 of this paragraph.

Cadetship Agreement

15. (1) An applicant who is granted an appointment to a cadetship and his parent, guardian or other surety approved by the Board shall, before the applicant commences his cadetship, enter into an agreement with the Board in a form approved by the Board.

Required Service

(2) Subject to this paragraph, a person who has served a cadetship for the term specified in paragraph 12 of this determination and has accepted an offer of an appointment to an office specified in column 7 of the Schedule in respect of his class of cadetship shall remain in the Department of the State Public Service to which he is appointed for the maximum period specified in column 6 of the Schedule in respect of his class of cadetship.

(3) The period of required service under subparagraph (2) of this paragraph of a person who has had the term of his cadetship reduced under subparagraph 12 (2) of this determination and who completes the remainder of the course of study and training specified in column 3 of the Schedule in respect of his class of cadetship without an extension of his cadetship agreement shall be ascertained in accordance with the following equation—

$$\frac{a}{b} \times c = d$$

(Where—

a = term of the cadetship as reduced under subparagraph 12 (2) of this determination

b = maximum term of study and training as given in column 5 of the Schedule

c = maximum period of required service as given in column 6 of the Schedule

d = period of service required to be served)

but in no case shall the period of required service amount to less than two years.

(4) Where the Board extends the term of the cadetship pursuant to paragraph 12 of this determination the period of the extension may at the discretion of the Board, be added to the maximum period of required service specified in subparagraph (2) of this paragraph.

Sum Payable for Breach of Cadetship Agreement

16. (1) Subject to subparagraph (2) of this paragraph the sum of money to be reimbursed to the Board by a person in the event of the termination of the cadetship agreement by the Board shall be a sum of money equivalent to the sum of \$500 and all fees and education allowances paid on his behalf.

(2) If a person has served in a cadetship and has thereafter accepted and has been employed in an office pursuant to paragraph 15 of this determination the amount to be reimbursed to the Board shall be reduced in the following manner:—

- (a) the sum of money referred to in subparagraph (1) shall be divided by the number of weeks of required service specified in subparagraph 15(2) or 15(3) of this determination ;
- (b) the sum shown as the resultant quotient shall be multiplied by the number of weeks the person has served pursuant to subparagraph 15(2) or 15(3) of this determination ; and
- (c) the product of the calculation in subparagraph (b) of this subparagraph shall be deducted from the total under subparagraph (1) of this paragraph and the amount of the balance shall be the amount for which the person is liable, and
- (d) for the purpose of this subparagraph a fraction of a week shall be treated as one week.

Evidentiary Provisions

17. A certificate or notice signed by or on behalf of the Board as to the opinion or decision of the Board on any matter on which the Board may give an opinion or which the Board may determine or approve under this determination or as to whether anything has or has not been done to the satisfaction of the Board or has or has not been approved by the Board shall be conclusive evidence of the matter stated in the certificate or notice.

Service of Notices

18. Any notice, certificate, approval, consent, requirement, demand or other communication to be given by the Board shall be deemed to have been duly given if given in writing signed by or on behalf of the Board or the Permanent Head of the Department to which the cadet is appointed and handed to the person to whom the notice, certificate, approval, consent, requirement, demand or other communication is addressed or posted to his usual or last known place of address.

Student Affiliation

19. Where the course of study and training the cadet is pursuing so requires, the cadet shall obtain student membership with the appropriate professional body.

THE SCHEDULE

(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cadetship	Eligibility for appointment as specified in paragraph 6 of determination	Course of Study and Training	Full-time or Part-time	Maximum Period of Training	Maximum Period of Required Service	Eligible for appointment to office of :
Cadet Draftsman (Architectural)	Qualified for admission to the Diploma course in Architectural Drafting, Technical Education Division	A course of study and training to complete and pass all subjects of the Architectural Drafting Diploma, Technical Education Division, with the exception of Drawing IVC and Architectural Design D Training in drafting, construction, specifications, quantities and general architectural work	Part-time	4 years	3 years	Draftsman, Level 1
Cadet Draftsman (Cartographic)	Qualified for admission to the Diploma course in Cartography, Technical Education Division	A course of study and training to complete the first four stages of the Diploma in Cartography, Technical Education Division and qualifying examination for the department Training in drafting, plotting, survey computations, use of instruments and requirements of the department. Field training up to three months under Officer approved by Department. Passing Department examination	Part-time	4 years	3 years	Draftsman, Level 1
Cadet Draftsman (Engineering)	Qualified for admission to the Certificate course in Engineering Drafting, Technical Education Division	A course of study and training to complete the certificate in Engineering Drafting, Technical Education Division Training in drafting, plotting from field notes, calculations for design, estimates, specifications, preparation of drawings, computations. Inspection of field work in progress	Part-time	4 years	3 years	Draftsman, Level 1
Cadet Draftsman (Town Planning)	Qualified for admission to the Town Planning Draftsman's Certificate course, Technical Education Division	A course of study and training to complete Town Planning Draftsman's Certificate, Technical Education Division Training in drafting, plotting, survey computations, use of draftsman's instruments and particular requirements of the department, under an approved officer	Part-time	4 years	3 years	Draftsman, Level 1
Cadet Engineering Surveyor	Qualified for admission to the Diploma course in Engineering Surveying, Technical Education Division	A course of study and training qualifying for the award of the Diploma in Engineering Surveying, Technical Education Division. Maximum three years' training in the Department, minimum one year undertaking field work	Part-time	4 years	3 years	Engineering Surveyor, Level 1
Cadet Quantity Surveyor	Qualified for admission to the Diploma course in Quantity Surveying, Western Australian Institute of Technology	A course of study and training qualifying for the award of Diploma in Quantity Surveying, Western Australian Institute of Technology and practical training in Quantity Surveying under the direction of the Principal Architect or such other person as the Board shall nominate	Part-time	5 years	3 years	Quantity Surveyor, Level 1
Cadet Survey Examiner	Qualified for admission to the Diploma Course in Cartography, Technical Education Division	A course of study and training to complete the first four stages of the Diploma in Cartography, Technical Education Division and qualifying examination for the Department Training in drafting, plotting, survey computations, use of instruments and requirements of the department. Field training for three months under Officer approved by Department. Passing Department examination	Part-time	4 years	3 years	Examiner, Level 1
Cadet Valuer	Qualified for admission to the Diploma course in Valuing, Western Australian Institute of Technology	A course of study and training qualifying for the award of Diploma in Valuing, Western Australian Institute of Technology together with practical departmental training in Valuing	Part-time	4 years	3 years	Valuer

AGREEMENT

AN AGREEMENT under seal made the.....day of.....
One thousand nine hundred and seventy two BETWEEN

.....(i) of
.....(ii)
in the State of Western Australia (hereinafter called " the Cadet ") of the first part,
.....(iii) of
.....(ii) in
the said State (hereinafter called " the Surety ") of the second part and the Public Service Board constituted pursuant to section 7 of the Public Service Act, 1904 (hereinafter called " the Board ") of the third part.

WHEREAS :

- (a) The Board has agreed to appoint the Cadet as a Cadet.....
.....(iv) in the.....
.....(v) of the Public Service of the said State (hereinafter called " the Public Service ") for the term and upon and subject to the terms and conditions hereinafter mentioned ;
- (b) Section 30A of the Public Service Act 1904 (hereinafter called " the Act ") provides inter alia that the Board may require any person who desires to be appointed to a Cadetship to enter into an agreement with the Board or any Officer authorised for the purpose by the Board in such form as is approved by the Board ;
- (c) The Board pursuant to the power aforesaid has requested the Cadet and the Surety to enter into the Agreement hereinafter contained which the Cadet and the Surety have agreed to do ;
- (d) The terms and conditions of service of the Cadet have been determined by the Board pursuant to Section 30A of the Act by a determination dated the..... day of.....1972 (hereinafter called " the determination ")

NOW THEREFORE this Agreement witnesseth and it is hereby agreed and declared by and between the parties hereto as follows :—

1.—THE Board will appoint the Cadet as a Cadet.....
.....(iv) for a term of.....(vi) years (subject however to the right of termination hereinafter mentioned) commencing on theday of.....1972 (vii) (hereinafter called " the term of the Cadetship " which expression shall mean and include the period aforesaid and any extension thereof made by the Board pursuant to the determination) upon and subject to and in accordance with the provisions of the Act the determination and the provisions hereinafter contained.

2.—THE Cadet will :—

- (a) during the term of the Cadetship
 - (i) diligently pursue and complete to the satisfaction of the Board the course of study and training prescribed by the determination for a Cadet
.....(iv) ;
 - (ii) in all other respects well and faithfully serve as a Cadet.....
.....(iv) and comply with and observe the provisions of the Act and the determination and all instructions and directions lawfully given to the Cadet pursuant thereto ;
- (b) on completion of the Cadetship (as defined in paragraph 13 of the determination) if required by the Board so to do serve in the Public Service for a period calculated in accordance with the provisions of paragraph 15 of the determination.

3.—THE Board may at its option by notice in writing to the Cadet and the Surety terminate this Agreement :—

- (a) pursuant to the provisions of the determination in that behalf ;
- (b) if the Cadet fails to comply with observe and perform the agreements and obligations herein contained and on the part of the Cadet to be complied observed and performed ;
- (c) without limitation to the generality the provisions of paragraph (b) immediately preceding if the Cadet having been required by the Board to serve in the Public Service for the period calculated in accordance with provisions of paragraph (b) of clause 2 hereof is during that period dismissed from the Public Service pursuant to the provisions of the Act or for any other reason whatsoever fails to serve for that period or any part thereof ;
- (d) if in the opinion of the Board :—
 - (i) the Cadet is by reason of misconduct idleness disobedience non attendance irregular or unpunctual attendance want of interest in work or immoral conduct unfit to retain his appointment as a Cadet ;
 - (ii) the interests of the Public Service so require.

4.—IF this Agreement is terminated either by the Board as hereinbefore provided or by the Cadet then and in any such event and without the necessity for any demand the Cadet and the Surety shall be jointly and severally liable to pay and shall forthwith pay to the Board by way of reimbursement the sum of money calculated in accordance with the provisions of paragraph 16 of the determination.

5.—Liability of the Cadet and Surety under clause 4 of this Agreement shall not be affected or limited by reason of :

- (a) the suspension of the Cadet by the Board pursuant to the determination ;
- (b) the granting by the Board to the Cadet of an extension of time for completion of the course of study and training referred to in sub-paragraph (i) of paragraph (a) of clause 2 hereof ;
- (c) any time or other indulgence granted to the Cadet by the Board

and the consent of the Surety to any such suspension or grant shall not be necessary or required for the continuance of the liability aforesaid.

6.—A certificate or notice signed by or on behalf of the Board as to the opinion or decision of the Board on any matter on which the Board may give an opinion or which the Board may determine or approve under this Agreement or the determination or as to whether anything has or has not been done to the satisfaction of the Board or has or has not been approved by the Board shall be conclusive evidence of the matter stated in the certificate or notice.

7.—Any notice certificate approval consent requirement demand or other communication to be given by the Board shall be deemed to have been duly given if given in writing signed by or on behalf of the Board or the Permanent Head of the Department to which the cadet is appointed and handed to the person to whom the notice certificate approval consent requirement demand or other communication is addressed or posted to his usual or last known place of address.

8.—References in this Agreement to :—

- (a) an Act shall include amendments to that Act for the time being in force and also any Act passed in substitution therefor or in lieu thereof and the rules regulations and by-laws for the time being in force thereunder ;
- (b) the determination shall include subject to the provisions of Section 30A of the Act amendments to the determination for the time being in force and to any determination made in substitution therefor or in lieu thereof ;
- (c) the Cadet and the Surety shall include their respective personal representatives.

IN WITNESS whereof the parties hereto have executed this Agreement the day and year first hereinbefore mentioned.

SIGNED by the cadet

in the presence of :

} _____
}

SIGNED by the surety

in the presence of :

} _____
}

SIGNED for and on behalf of the Board by

its authorised nominee

} _____
}

- (i) Full name of Cadet.
- (ii) Address.
- (iii) Full name of parent, guardian or other surety.
- (iv) Name of Cadetship as in column 1 of determination.
- (v) Name of Department.
- (vi) Maximum period of training as reduced by any portion of course of study and training already completed at time of appointment.
- (vii) Date of Commencement of Cadetship.
