

A.3 Transfer to Supplement Training

A.3.1 Where the Council considers it necessary to enable a dental technician cadet to acquire proper practical training it may, on the application of any party to the contract, approve the transfer of the cadet for a limited period to another employer in order to supplement the training of the dental technician cadet.

A.4 Minimum Age

A.4.1 The minimum age at which a person may enter a dental technician cadetship shall be 16 years.

A.5 Prerequisite Education

A.5.1 It shall be necessary for a person desiring to become a dental technician cadet to produce satisfactory evidence that he has obtained a pass in at least two subjects of School Certificate, one of which shall be mathematics, general science, physics, or chemistry, or to produce evidence to the Dental Technician Training Council of his eligibility for enrolment as a student on alternative grounds of equal educational standard.

A.6 Contracts to be Registered

A.6.1 All contracts and any alterations or variations thereto entered into between an employer and a dental technician cadet shall be approved by the Council.

A.6.2 Copies of all contracts and any alterations or variations thereto approved by the Council shall be lodged with the Secretary of the Council.

A.6.3 Before registration the Council shall satisfy itself that the document submitted is in accordance with the Act, this scheme, and any determination of conditions of employment in the industry.

A.6.4 Contracts shall be in the form annexed hereto as Appendix I.

A.7 Term of Cadetship

A.7.1 The term of cadetship shall be for 4 years from the date of commencing employment as a dental technician cadet unless otherwise determined by the Council in the special circumstances of a particular case.

A.8 Period of Probation

A.8.1 The period of probation shall be 3 months from the date of commencing employment as a dental technician cadet.

A.8.2 The employer shall be responsible for notifying the Council if the contract of cadetship is terminated by either party during the probationary period.

A.9 Termination of Contract

A.9.1 Other than by mutual consent of the parties, upon completion of the probationary period, a contract of dental technician cadetship shall be terminated during its term only with the consent of the Council and providing the Council is satisfied that such termination is in the best interests of both parties to the contract.

A.9.2 Where the employer of any dental technician cadet for any reason ceases to be engaged in the industry and the dental technician cadet is thereby deprived of the employment he was otherwise entitled to under his contract of dental technician cadetship, the Council may order payment to the cadet of an amount up to but not exceeding 3 months' wages in respect of any period intervening between the time when the dental technician cadet was deprived of his employment and the time when he obtains other employment as a dental technician cadet.

A.9.3 A contract of dental technician cadetship may be terminated by mutual consent at any time during its currency. The employer is to notify the Council in such cases.

A.10 Suspension and Discharge

A.10.1 Where a dental technician cadet so misconducts himself or proves himself so incapable that if he were an employee other than a dental technician cadet it would be reasonable for his employer to discharge him, the employer may immediately suspend him and apply to the Council for leave to discharge him.

A.10.2 Every such application shall be made to the Council within 5 working days after the dental technician cadet is suspended, and, subject to the decision of council, the employer may withhold any wages accruing due to the dental technician cadet during the period of suspension.

A.10.3 The Council shall consider the application, after giving the employer, the dental technician cadet, and his parent or guardian (if any), an opportunity to be heard, and may grant or refuse leave to discharge the dental technician cadet.

A.10.4 Where leave is granted the employer to discharge the cadet, such discharge shall be as from the date of his suspension and the contract of dental technician cadetship shall be deemed to be cancelled.

A.10.5 Where leave to discharge the dental technician cadet is refused by the Council, the Council may make such order as it thinks fit with respect to payment of wages to the dental technician cadet during the period of his suspension and if no such order is made the employer shall pay to the dental technician cadet all wages that would have been payable to him had he not been suspended.

A.11 Certificate of Service

A.11.1 Upon the termination of the contract for any reason, including its due completion, the employer shall issue a certificate of service to the cadet. The certificate shall be in a form approved by the Council, and there may be different kinds of forms of certificate according to the circumstances under which the contract is terminated.

A.12 Definition of Dental Technician Cadet

A.12.1 A dental technician cadet is a full time student who, during the term of his contract, is employed full time by the employer subject to the release for a minimum period of 8 weeks in each year to attend technical classes as approved by the Dental Technician Training Council.

A.12.2 The time spent by dental technician cadets in technical education, as provided in subclause 12.1 of this clause, shall be counted as ordinary hours of work and as time served.

APPENDIX I

CONTRACT OF DENTAL TECHNICIAN CADETSHIP

This contract, made the day of 19....., between [Full name of employer] of [Address and occupation], hereinafter called "the employer" of the first part, and [Full name of dental technician cadet's parent or guardian] of [Address], hereinafter called "the guardian" of the second part, and [Full name of dental technician cadet] of [Address], a minor born on the day of 19....., hereinafter called "the dental technician cadet" of the third part:

Witnesseth as follows:

1. The employer hereby covenants with the dental technician cadet: and the employer, as a separate covenant with the guardian, also covenants with the guardian that the employer take the dental technician cadet into his employment as a dental technician cadet in the dental technician industry and the dental technician cadet and the guardian hereby jointly and severally covenant with the employer that the dental technician cadet will serve the employer as a dental technician cadet for the term and upon and subject to the conditions set forth in the Determination of the Dental Technician Training Council established as provided for in section 3 of the Technicians Training Act 1967.

2. The term of the dental technician cadetship hereby created shall be years commencing on the day of 19....., and shall be served at such place or places as may from time to time be mutually agreed upon by the parties hereto as expedient and necessary to the proper performance of the contract.

3. The dental technician cadet covenants that he shall diligently and faithfully obey and serve the employer as his dental technician cadet for the hereinbefore-prescribed term and that he will not commit or permit or be accessory to any hurt or damage to the employer or his property but will do everything in his power to prevent any such hurt or damage occurring.

4. The employer covenants during the prescribed term of the dental technician cadetship to the best of his power, knowledge, and skill to train and instruct the dental technician cadet or cause him to be so trained and instructed to the extent that at the expiration of the said time he will have been given the opportunity to become competent in all such branches of the dental technician industry as are required in the fulfilment of the course of study which meet the requirements of the Dental Technician Training Council.

Without limiting the generality of this contract the employer further covenants that the employer will train the dental technician cadet in each and all the operations and skills set out and described in the Schedule—Training Scheme for Dental Technician Cadets.

5. The dental technician cadet covenants further that he will enrol for and diligently carry on with such courses of study as will enable him, during the term of his contract, to sit for the examinations required by the Dental Technician Training Council.