

CONFIDENTIAL

CABINET DECISION

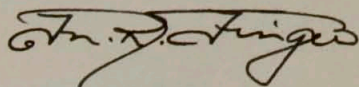
NO. 642

---

Submission No.: 559  
Title: YOUTH EMPLOYMENT - PROPOSED POLICE CADET SCHEME.

Cabinet -

- (a) approved in principle a Police Cadet Scheme to commence in Jan/Feb 1980; and
- (b) authorise Treasury to admit the necessary programme provision of \$62,000 in the 1979/80 Budget Submission.



(M.R. FINGER),  
Secretary to Cabinet.

10 April, 1979.

---

CONFIDENTIAL

THE NORTHERN TERRITORY OF AUSTRALIA

CONFIDENTIAL

Copy No. 1

FOR CABINET

SUBMISSION No. 559

**Title:** Youth Employment - Proposed Police Cadet Scheme.

**Cabinet Member:** Mr. Paul Everingham, Chief Minister and Cabinet Member for Law.

**Purpose:** To obtain approval in principle for the establishment of a Police Cadet Scheme.

**Relation to existing policy:** In keeping with the Government's policy of increasing youth employment opportunities.

**Timing/legislative priority:** Early consideration is requested for budgetary and planning purposes.

**Announcement of decision, tabling, etc.:** Approval in principle of a Cadet Scheme should be announced to enable students leaving colleges/schools this year to be aware of the new career opportunities.

**Action required before announcement:** Nil.

**Staffing implications, numbers and costs, etc.:** Creation of 12 new positions of Police Cadets.

	for 12 mths <u>Period</u>	for 1979/80 <u>Jan/June 1980</u>
Cost of Salaries & Allowances -	75,000	37,000
Cost of Recruiting -	2,000	2,000
Cost of Uniforms & Training		
Clothing -	8,000	8,000
Job Travel -	15,000	7,500
Leave Fares -	5,000	---
<b>Total cost:</b>	<u>15,000</u>	<u>7,500</u>
Incidentals/Subsidies	<u>120,000</u>	<u>62,000</u>

CONFIDENTIAL



CONFIDENTIAL

2.

CABINET SUBMISSION - YOUTH EMPLOYMENT - PROPOSED POLICE CADET  
SCHEME

DEPARTMENT OF LAW

There are no constitutional barriers to this proposal.  
There appear to be no legal barriers to this proposal  
either under the existing Police and Police Offences Act  
or the new Police Administration Act when it comes into  
operation.



G R NICHOLSON

Crown Solicitor

26 March 1979



YOUTH EMPLOYMENT - PROPOSED POLICE CADET SCHEME

Comment by  
~~Under Treasurer:~~  
Public Service  
Commissioner

Following points not fully canvassed in submission -

- . inadequacies of present 'Adult Recruit' scheme apart from Youth/Aboriginal employment aspect
- . scarce details of timescale and content of cadet scheme given (e.g. is it intended to develop a Cadet Scheme along the lines of those operating in other States)
- . whether existing facilities are adequate to support scheme
- . details of administrative arrangements for scheme (no comment on adequacy of present numbers of Police Training Staff)
- . no comment on Manpower planning impact (any scheme should be tailored to the Manpower needs of the Force to avoid ultimate oversupply of trained staff)
- . no comment on whether it is intended to reduce present level of intake to existing scheme in conjunction with development of Cadet scheme.

Signed:

Date:

~~Approved/Not Approved~~

Comment by  
Public Service  
~~Commissioner:~~  
XXXXXXXXXX

Consider that Cabinet should support the scheme "in principle" only at this stage and endorse whether increased staffing be met without compensatory savings.

Signed:

Date:

~~Approved/Not Approved~~



R.G. HORN  
for PUBLIC SERVICE COMMISSIONER

26/3/79



YOUTH EMPLOYMENT - PROPOSED POLICE CADET SCHEME.

Comment by  
Under Treasurer:

Supported in principle; however, an error regarding the financial implications needs to be corrected. On the basis that there will be an intake of cadets each year and that the period of cadetship is three years, the costs in the first year are \$120,000.00, 2nd year \$240,000.00, 3rd year and following years \$360,000.00. That is, ongoing costs will be \$360,000.00 p.a. not \$120,000.00 as indicated in the paper. This assumes an annual intake of 12 cadets. If the intake is say 24 annual costs will be \$720,000.00. Because of the scheme's potential high costs if intakes are not limited it is recommended that the size of the annual intake be limited to 12 and that the scheme be reviewed by Cabinet 2 years after commencement.

Approved/Not Approved



A B ASHLEY  
UNDER-TREASURER

Signed:

Date:

29/3/79

Comment by  
Public Service  
Commissioner:

Approved/Not Approved

Signed:

Date:

CONFIDENTIAL

3.

THE ISSUES

1. (a) To generally provide employment opportunities within the Police Force for School Leavers.
- (b) To concurrently train young Aborigines in law and order functions.

BACKGROUND

2. There is a gap between the time young people leave the school system and when they become eligible for employment as Constables in the Police Force (i.e. 19 years). A Police Cadet scheme would bridge this gap. Additionally, there would be many instances where keen young Aborigines want placement in the Police Force but for a variety of reasons, they could find the "Adult Recruit" course too compressed or demanding, but with sensibly structured pre-training in a Cadet learning environment, their prospects of success should be good.

CONSIDERATION OF THE ISSUES

3. The Police Commissioner is following a policy which should reverse the hitherto accepted imbalance of local content vis a vis recruits from interstate.
4. The availability of local recruits has been hampered by the fact that school leavers seeking employment as Constables cannot join the Police Force until they reach 19 years (adult intake). Consequently well motivated young people have been lost to other forms of employment which they would take as an economic necessity rather than on the basis of aptitude or career preference.
5. Aboriginal youth would be in an even worse situation and a Cadet Scheme could be developed which would:-
  - (a) raise their general educational and physical standards as appropriate;
  - (b) recognise the need for regulated absences to meet tribal obligations;
  - (c) place particular emphasis on teaching techniques of dealing with minority groups.



CONFIDENTIAL

4.

OPTIONS

6. Failure to develop policies which will improve the employment prospects of young people will ultimately work against the capacity of the Police Force to provide a responsible law and order service.

THE PUBLIC IMPACT OF THE RECOMMENDATIONS

7. Previous enquiry from youths suitable for Police Cadet employment indicates a strong interest. It would be popular to parents and youth alike.

8. The scheme which ultimately will provide a better mix of personnel in the Police Force, should foster Police/Aboriginal relationships as the Cadets - notably Aboriginals - graduate into the Police Force. Administered with sensitivity this should lead to greater harmony. There would probably be a few dissidents in the community who could oppose the move.

FINANCIAL CONSIDERATIONS

9. As the initial intake would be in the nature of a pilot exercise subject to trial and error, the maximum number should be kept small - say 12 Cadets. On this basis and with the period of cadetship spread over 2 to 3 years depending on the capacity of each individual to sustain progress, the annual cost would be:-

Salaries and Allowances (rough est.)	\$ 75,000
Uniforms and Training Clothing	8,000
Travel (within N.T. - Job Experience)	15,000
Recruiting Costs	2,000
Incidentals	15,000
Leave Fares	5,000

TOTAL COST - 12 MONTHS     \$120,000

CONFIDENTIAL

CONFIDENTIAL

5.

10. The cost of this scheme in 1979/80 would be \$62,000 if commenced in Jan/Feb 1980.

EMPLOYMENT CONSIDERATIONS

11. Approval of these recommendations would mean an increase in the N.T. Police Force Establishment of 12 personnel in 1980 (Police Cadets).

CO-ORDINATION

12. Implementation would require co-ordination with Learning Institutions, i.e. Community Colleges, Youth Groups and Department of Community Development. This would follow "in principle", approval by Cabinet.

LEGISLATION

13. The commencement of the Police Administration Act and regulations will legally reinforce the Cadet Scheme.

PUBLICITY

14. The availability of the scheme would be widely publicised among Territory youth and schools at the appropriate time. Should Cabinet approve the scheme a draft press release has been provided. (Attachment A).

TIMING

15. Early Cabinet consideration is requested so that a funds provision can be included in the 1979/80 Budget.

16. The first intake of Cadets would be undertaken in January/February 1980.

CONFIDENTIAL



RECOMMENDATIONS

17. It is recommended that Cabinet:-

- (a) Approve in principle a Police Cadet Scheme to commence in Jan/Feb 1980.
- (b) Authorise Treasury to admit the necessary programme provision of \$62,000 in the 1979/80 Budget Submission.

ATTACHMENT 'A'

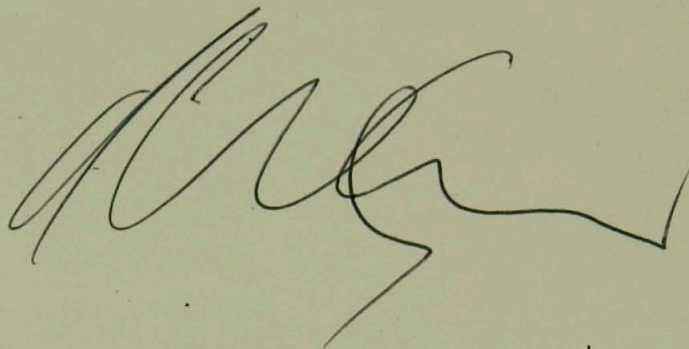
The Chief Minister, Mr. Everingham, today announced plans for a Cadet Scheme in the Northern Territory Police Force.

The establishment of the Cadet Scheme is in keeping with the Government's policy of increasing youth employment opportunities.

A recruiting drive aimed at selecting Northern Territory young people, who will leave school or college in 1979, will be mounted later this year.

A total of twelve Cadets will be employed in the first year. They will commence a two or three year training course in early 1980. The training programme will consist of all Police functions to enable the Cadets to achieve the standard of skills necessary to be Constables in the Police Force.

Mr. Everingham said he expected that the scheme would be popular to the young people generally of the Territory. It would particularly assist some young Aboriginals who want to embark on a career in Police Work.

A large, stylized handwritten signature in black ink, appearing to be the name 'A. Everingham', is written across the lower middle of the page.