

# REX PILOT CADET PROGRAMME

## 1. Who will be conducting the training?

The training will be carried out by the Australian Airline Pilot Academy (AAPA), a wholly-owned subsidiary of Regional Express (Rex). AAPA was established in November 2007 and runs an intensive live-in Pilot Cadet Programme. AAPA is a Registered Training Organisation.

## 2. Where will the training be conducted?

Wagga Wagga NSW. Please see information on website.

## 3. What type of aircraft will be used for the Programme?

AAPA operates a fleet of new Piper Warrior III and Piper Seminole aircraft with state-of-the-art Electronic Flight Instrumentation System (EFIS) glass cockpits and the latest Satellite Navigation equipment.

In addition, three modern ELITE S623 iGATE flight simulators which are Civil Aviation Safety Authority (CASA) approved as Category 'B' synthetic trainers are also used for simulator training for the Programme.

## 4. How long will the training take?

The duration of the Programme up to CPL with Multi-Engine Instrument Rating is based on 32 weeks. However, this may vary and is dependant on Cadet performance and weather.

## 5. Is accommodation available?

The Programme is designed as a live-in course with both food and board provided as part of the Programme fees.

All Cadets will be housed in modern amenities featuring individual bedrooms fitted with a wash basin and reverse cycle air-conditioning. Toilets and showers are communal but provide privacy. Male and female Cadets are housed in separate sections of the facility.

## 6. In terms of the Programme being a live-in course, is there the option or possibility to obtain rental accommodation in town and commute to AAPA as necessary?

No. The Cadet Pilot Programme is an integrated course which is very intensive, and the Cadets are required to live on campus.

## 7. Is working part time allowed?

Due to the Programme workload, working part time is not allowed.

**8. Is there a qualification above which an application will no longer be considered?**

The Programme is only offered as Ab Initio. An applicant with a CPL will be considered over-qualified for the Programme.

**9. Are there any eyesight requirements (with or without optical aid)?**

The only restriction on eyesight, is the requirement for the applicant to hold a Class 1 Medical. For more information on the medicals and requirements, please visit the CASA website [www.casa.gov.au](http://www.casa.gov.au).

**10. What qualifications will be attained?**

Upon completion of training at AAPA, each Cadet will qualify for an Australian Commercial Pilot Licence and a Multi Engine (ME) Command Instrument Rating (CIR) as well as AVI40108 Certificate IV in Aviation (Commercial Pilot Licence) and AVI50408 Diploma of Aviation (Instrument Flight Operations). ATPL subjects are not included as part of the Programme, however, assistance will be available at AAPA for Cadets who wish to make their own arrangements for these subjects.

**11. What does the REX Pilot Cadet selection process involve?**

The selection involves a 5-stage process which includes the following:

1. Candidates are to submit an up-to-date covering letter and resume to include their personal contact details, all secondary & tertiary academic subject results (especially for Mathematics and Physics) plus certifications, previous work experience, and if applicable, total flying hours (with log books), CASA Medical Certificate and ASIC if available.
2. Those selected, will be asked to attend what is known as the WOMBAT Test; a 2.5 hour assessment on situational awareness, multi tasking and stress tolerance. WOMBAT test facilities are located at Sydney and Melbourne. For more information, please refer to the WOMBAT on website. Some candidates may be required to sit for a short Mathematics and Physics test on the same day of the WOMBAT test, which will take another 45 minutes.
3. Shortlisted candidates will be offered an initial interview held at the AAPA training facility in Wagga Wagga. This is a panel interview consisting of senior Rex and AAPA staff. Candidates considered suitable following this interview will then be asked to attend a 30 minutes basic flight skills assessment in the ELITE S623 iGATE flight simulator. Both exercises will take place on the same day.
4. Those further shortlisted will be invited to attend the final interview with the Rex Management Committee, which is conducted at the Rex Head Office in Sydney.
5. Depending on the outcome, some candidates may be required to attend a further interview with our Group Executive Chairman and Chief Operating Officer or designate.

## **12. What pre-requisites are required for the Programme?**

Candidates should have completed at least Year 12 (or equivalent) covering either Mathematics or Physics subjects or both.

A Civil Aviation Safety Authority (CASA) Class 1 Medical Certificate and an Aviation Security Identity Card (ASIC) are required prior to commencement at AAPA, at the Cadets' own expense. Please visit the CASA website [www.casa.gov.au](http://www.casa.gov.au) for further information.

## **13. Is the Programme just focused on school leavers?**

No. All applicants are welcome to apply and those with suitable attributes and prerequisites will be considered.

## **14. What is the cost of the Programme?**

The Programme fee is AUD \$105,000. This is all inclusive of CASA charges, exam fees, theory, text books, Jeppesen Charts, flight and simulator training, uniforms as well as food and board. However there are additional charges for repeats of sorties due to failure to meet standards.

In addition, Cadets need to post a cash security deposit of AUD \$25,000 as Pledge to stay for at least 7 years after start of employment with the Rex Group.

## **15. What are the loans available under the Programme?**

The Cadet needs to be able to pay up front AUD \$25,000 cash at the start of the Programme as the Pledge. There are 2 different loan schemes that allow the Cadet to finance the Course fees (AUD \$105,000).

The loans must be guaranteed jointly and severally by two persons who are citizens or permanent residents residing in Australia.

These loans will be fully explained to Cadets who are offered a place on the Cadet Programme.

## **16. What happens to the loans and Pledge if a Cadet resigns before the seven years commitment period is completed?**

If the Cadet resigns within the initial seven years, the outstanding loans and accrued interest (at 10% compounded) become due and repayable by the Cadet in full, immediately at the last day of employment with the Company. The Pledge will be forfeited.



## **17. Is there a probationary period and what happens if the Cadet fails the probationary period?**

The first phase of the Programme up to the PPL stage is the probationary period. Cadets who are deemed unsuitable during or at the conclusion of the probationary period, at Rex's sole discretion, will be asked to leave the Programme.

Generally those asked to leave during or at the end of the probationary period will have their AUD \$25,000 up-front cash Pledge used to pay for all costs incurred. There will be no refund of any portion of this amount. All loans and liabilities are considered fully discharged thereafter.

## **18. What career progression can I expect under the Cadet Programme?**

The decision to employ the Cadet after graduation with a CPL and ME CIR is at the complete discretion of the Company. Where the Cadet is employed after graduation from AAPA, the Cadet may be deployed anywhere within the Rex Group of Companies which comprises of Rex, Pel-Air, Air Link and AAPA at the complete discretion of the Company.

Those deployed within Rex airline will generally follow the path below:

1. Within 6 months of graduation from AAPA, enrolment at the Rex Ground School including a type endorsement on the SAAB 340. This also is the moment of first employment with the Rex airline.
2. Upon successful completion of the Ground School and type endorsement, the cadet will complete the necessary line training in order to be checked to line as a First Officer (FO).
3. After approximately 30 months as FO, depending on accumulated qualifications and experience and upon achieving rigid prerequisites covering such attributes as:
  - Sound Command judgement and leadership,
  - Outstanding Professionalism;
  - Stable and mature personality, and
  - Personal discipline; and
  - Sound work ethic,the Cadet may be considered for the Pilot in Command Under Supervision (PICUS) programme. Placement in PICUS is entirely at the discretion of the Company and Cadets are advised that strong emphasis is placed on command aptitude and attitude. The PICUS program runs concurrently with a First Officer's normal duties and is routinely completed in 18 months.
4. Upon successful completion of the PICUS programme, gaining the 500 command hours and meeting the minimum hours of Total Aeronautical Experience, the Cadet becomes eligible for consideration for Command upgrade.
5. Where there is vacancy for Command and upon the Company's sole discretion of the suitability of the Cadet, the eligible Cadet will be placed on a Command upgrade course.
6. Upon successful completion of the Command upgrade course and passing the line training requirements, the Cadet will be promoted to Captain.

## **19. What will a Cadet be paid once he or she enters Rex employment?**

Pay and conditions of employment are in accordance with the National Employment Standards within the Fair Work Act 2009, or the relevant Industrial Agreement that applies to the position within the Rex Group of Companies. In the case of Rex airline, the standards are currently outlined in the Regional Express Pilots Agreement 2011. Full details can be obtained on [www.airc.gov.au](http://www.airc.gov.au).

## **20. Where will I be based upon completion of training?**

Potential basing within the Rex Group could be at Sydney, Melbourne, Adelaide, Wagga Wagga, Albury, Lismore, Dubbo, Townsville, Brisbane, Cairns and Mackay. The Rex Group's bases are subject to change.

Consideration is given as far as possible to personal preferences when allocating bases but the Cadets will be deployed to cater for the Company's needs and the latter has the final say in this matter.

## **21. Under what circumstances can Rex terminate the cadetship?**

The Rex group reserves the absolute right and discretion to terminate the Cadet Programme at any time (Termination for Convenience). Upon such termination, the Cadet has to pay all outstanding loans and the Pledge will be used towards partial/full repayment of the outstanding amounts. Where employment has already commenced prior to the termination of the Cadet Programme, the conditions of employment will not be affected by the termination.

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