

**TERMS AND CONDITIONS GOVERNING THE APPOINTMENT OF
TRAINEES IN MILITARY MEDICINE IN THE DEFENCE FORCES MEDICAL CORPS
IN 2019- 2020**

1. GENERAL QUALIFICATIONS

A candidate for appointment as a Trainee in Military Medicine in the Defence Forces Medical Corps must at the time of application: -

- (a) Possess the required professional qualifications as per paragraph 3.
- (b) Be of the required standard of medical and physical fitness as per paragraph 4.
- (c) Satisfy the Minister for Defence as to character and satisfy any security clearance requirement.
- (d) Be a citizen of Ireland or have a lawful entitlement to reside and work in the State for the period of any such appointment

2. AGE REQUIREMENTS

Candidates must be under 40 years of age on 1 December 2020.

3. PROFESSIONAL QUALIFICATIONS

A candidate must: -

- (a) Possess the minimum qualifications of M.B., B.Ch, B.A.O or equivalent
- (b) Hold current, full registration with the Medical Council of Ireland. A successful candidate will be required to maintain registration.

4. MEDICAL AND PHYSICAL REQUIREMENTS

Candidates will be required to undergo a detailed medical and dental examination, which will include urine and blood tests. This examination is to ensure that candidates are in good mental and bodily health and free from any condition, abnormality or history of significant illness likely to interfere with the efficient performance of military duties. Candidates will be required to undertake compulsory random drug testing throughout their career in the Defence Forces.

The following are the minimum requirements in respect of:-

- (a) **Height**
The minimum height requirement is 157.48 cm (5ft 2ins). Physical standards and weight must be in keeping with height and age.
- (b) **Vision**
Unaided and untreated vision of not less than 6/36 in both eyes, but which can be corrected to at least 6/12 in each eye or not less than 6/6 in the right eye and not less than 6/36 in the left eye, with normal colour vision. Both eyes must be free from disfiguring or incapacitating abnormality and free from acute or chronic disease. There must be no evidence of squint or latent squint.
The eligibility or not of applicants who have had previous incisional or laser treatment to correct visual acuity will be determined at the medical examination. Please see **Annex B** for further information.
- (c) **Dental**
Candidates must be free from any serious periodontal disease and possess teeth to a specific standard, which is not less than the equivalent of eleven over eleven natural teeth functionally opposed. In certain circumstances artificial teeth may be acceptable.
- (d) **Hearing**
A good standard of unaided hearing is essential. Candidates will be required to undergo an audiometric examination at which:
 - (1) The sum of the hearing threshold levels, at 1,2,3,4 and 6 KHz should not exceed the age and gender related warning levels contained in the "Guidelines on Hearing Checks and Audiometry Regulations 2007" issued by the Health and Safety Authority, and,
 - (2) Candidates under 25 years of age must be able to hear all measured pure tones up to and including 8kHz at 20dB in each ear and candidates aged 25 years and older must be able to hear all measured pure tones up to and including 8 kHz at 25dB in each ear. Candidates must also be free from acute or chronic ear disorders.

Candidates are advised to avoid all sources of loud noise and music for a period of 48 hours prior to this examination as exposure to such noise may adversely affect the results of the examination.

5. APPLICATION FOR APPOINTMENT

All applications for appointment as a Trainee in Military Medicine must be completed online at www.military.ie

Note: All correspondence with candidates will be done by e-mail for the duration of the competition. If a candidate's email address should change, the onus is on the candidate to make contact immediately with the Defence Forces Recruitment Section at: 045 492553/2555 or Lo-call 1890 426555 or at recruitment@defenceforces.ie advising them of the change of e-mail. Candidates wishing to conduct the application process through Irish must notify Defence Forces Recruitment Section.

6. INTERVIEW BOARD

Candidates called for interview will be required to provide the Interview Board with the following documentation at the time of their interview:

- a) Original documentary evidence of Professional Qualifications and Registration with the Medical Council.
- b) A Passport sized Photograph (signed on the back).
- c) An Original copy of Long Form Birth Certificate (photocopies are not acceptable).
- d) Passport.

Candidates will also be requested to sign the Declaration Form accompanying the application form at the Interview.

An applicant may be required to undergo a written and verbal examination to prove s/he has a satisfactory level of English. An applicant who fails to pass this examination will be advised accordingly and the application will be refused.

7. EMPLOYEE VETTING BY AN GARDA SÍOCHÁNA

Candidates who are invited to attend before an Interview Board will be required to complete and sign a Garda Vetting Application Form. This will, pursuant to the Data Protection Act, 2018, authorise An Garda Síochána to furnish to the Military Authorities a statement that there are no convictions recorded against the candidate, or if applicable, a statement of convictions.

8. EXPENSES

Candidates will be liable for expenses incurred (by a candidate) in connection with their attendance before the Interview and Medical Boards.

9. NOMINATION FOR APPOINTMENT

The nomination of a successful candidate for appointment, as an officer of the Permanent Defence Force (PDF) shall be made by the Minister for Defence whose decision shall be final.

10. TERMS OF APPOINTMENT

Trainees in Military Medicine under this competition will initially be appointed on a short service commission of 8 years, (Initial appointment in the rank of Lieutenant for 2 years and progressing to Captain in year 3.) with an opportunity for extension to a commission without limitation as to time subject to the rank retirement ages as per Defence Force Regulations - See paragraph 11(g).

The Trainees' salary for years 1 and 2 will be the responsibility of the Health Service Executive (HSE). On commencement of year 3, the Trainee will be promoted to the rank of Captain on the condition that they have signed the service undertaking at the time of commissioning as referenced in Para 11(f) below. They will then start on the first point of the Medical Officer Captain's Rate 3 pay-scale – see paragraph 12.

11. TRAINING PROGRAMME

- (a) Trainees in Military Medicine will undergo initial specialist training of two years duration divided into clinical attachments (Medicine, Pediatrics, Emergency Medicine, and other placements which may include Obstetrics, Gynecology, and Psychiatry) between three and six months duration for each.
- (b) This initial specialist training will be hospital based and will meet the Irish College of General Practitioners requirements for initial specialist training in General Practice as well as those required for the practice of medicine in a military environment. It is intended that Trainees will rotate seamlessly in the designated hospitals and the Military environment throughout the two year period.
- (c) Trainees will also partake as part of their continuous development in the day release programme with an existing scheme throughout initial specialist training. Topics will include those of relevance to both General Practice and Military Medicine.

- (d) Following successful completion of initial specialist training of two years the candidate will undergo higher specialist training of three years duration involving 24 months of supervised General Practice (at least six months of which will be within the military environment with a focus on patients presenting to sick parade) and 12 months of supervised military medical experiential training. On successful completion of this higher specialist training, and the requisite examinations, the officer will be qualified to practice without supervision.
- (e) Failure to successfully complete training at any stage may result in withdrawal of commission and discharge from the Defence Forces.
- (f) On Commissioning, appointees will be required to sign an Undertaking of three years, effective from the year of their qualification, stating that they will refund to the Minister for Defence, the cost of pay and allowances paid to them during the period of General Practice placements served upon appointment as Medical Officer.¹
- (g) A Medical Officer inducted through this scheme, who has been declared suitable by the Director Medical Branch from a clinical governance perspective may in the final 6 months of their undertaking (after 7yrs and 6 months) on the recommendations of the Chief of Staff, apply for a commission without limitation as to time. Such a commission without limitation as to time is not guaranteed and is subject to a suitable vacancy on the establishment arising and the approval of the Government on the recommendation of the Minister to advise the President to make such an appointment.

12. PAY, ALLOWANCES AND PRSI OF MEDICAL OFFICERS

- (a) The following are the current annual rates of pay payable to Senior House Officers in the HSE. (First two years of training).

Senior House Officer	Point	RATES OF PAY w.e.f.1 September 2019
	1st	€44,665
	2nd	€46,906

- (b) The following are the current annual rates of pay, payable to Medical Officers: (In years 3-5 of training, trainees will start at point 1 and progress to point 3 by the 5th year) MSA will be payable from point 1 on.

¹ *This represents a substantial undertaking in financial terms and will involve a formal communication with an officer designated by the Director of J7 who will give an outline of the amount of monies due to the Minister*

OFFICERS PAY RATE 3 – MEDICAL OFFICER	RATES OF PAY w.e.f. 1 September 2019		
Rank	Point	Personal Pension Contribution (PPC) scale Full PRSI (Class A)	**Military Service Allowance
Captain	1st	€64,114	€5,203
	2nd	€64,675	€5,203
	3rd	€67,970	€5,203
	4th	€69,457	€5,203
	5th	€70,711	€5,203
	6th	€71,958	€5,203
	7th	€73,198	€5,203
	8th	€76,286	€5,203
	9th	€78,235	€5,203
	10 th	€79,608	€5,203
	11 th	€80,511	€5,203
Maximum Scale Point (MSP)	12th	€81,874	€5,203
1st LSI*		€83,228	€5,203
2nd LSI		€84,913	€5,203

*A long service increment will be payable to officers who have completed three years' service on the maxima of the scale. A second long service increment is payable on the completion of 6years' service on the maxima of the scale.

** Military Service Allowance, as outlined above, is payable at PPC (Class A PRSI) and the allowance is pensionable.

Note: The rate of remuneration, including the payment of the allowances outlined above, are subject to review and adjustment on an ongoing basis in accordance with changes applicable across the Public Service generally as per Government Policy.

(c) In line with Department of Finance instructions dated 23 December 2010 starting pay will be at the minimum of the scale.

(d) All new entrants to the Public Service on or after 6 April 1995, including a person appointed from this competition as a Medical Officer in the Defence Forces, are liable to pay PRSI contributions at the full Class A rate, in addition to employee contributions for personal and survivors' *superannuation* benefits. Such persons are subject to PPC rates of remuneration (see pay

scales above); and their occupational pension is subject to integration with the Social Insurance system (see **paragraph 15** following).

13. PROMOTION

On commencement of year 3, the Trainee may be promoted to the rank of Captain on the condition that he/she has signed the service undertaking referenced in Para 11(f). They will then start on the first point of the Medical Officer Captain's Rate 3 pay-scale – see paragraph 12.

An Officer inducted from this competition may, subject to meeting the stipulated eligibility criteria, compete for future Medical Officer Promotion competitions within the PDF, in accordance with the provisions of Defence Force Regulations A.15.

14. UNIFORM

An officer appointed as a result of this competition will be paid an allowance towards the cost of providing himself/herself with uniform. Currently, this is:-

In the initial year:	In subsequent years:
Male - €1,324.34	Male - €848.19
Female - €1,594.79	Female - €1,122.45

Note: The allowance provided for in the initial year shall be paid on the basis of a submission by the Officer of certified receipts up to but not exceeding the value of the initial allowance to the Finance Branch, Department of Defence, Renmore, Galway. The allowance for the initial uniform is exempt from taxation, while the replenishment allowance paid in subsequent years is subject to taxation under the arrangements in place, currently 40% is taxable and 60% not taxable.

15. RETIREMENT BENEFITS

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement gratuity (collectively called superannuation benefits) subject to certain terms and conditions. A person's date of first joining the PDF and whether they have any previous public service history, will generally decide their specific occupational pension terms. Different superannuation arrangements apply to members of the PDF who:

- (a) Join on or after 1 January 2013.**
- (b) Join on or after 1 April 2004 but before 1 January 2013; or**
- (c) Joined before 1 April 2004;**

Further details are set out in Annex A. See also **paragraphs 10** and 12 regarding conditions and terms of appointment, as well as pay etc.

16. ELIGIBILITY TO APPLY

Department of Health and Children Circular (7/2010)

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

Department of Environment, Community & Local Government (Circular Letter LG (P) 06/2013)

The Department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the *Collective Agreement: Redundancy Payments to Public Servants* dated 28 June 2012 as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. Thereafter, the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter

the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Ministers consent will have to be secured prior to employment by any public service body.

17. OTHER COURSES AND COSTS

Commissioned Officers who undertake certain courses, which are undertaken at public expense, will be required to subscribe to an undertaking (or undertakings), copies of which are available on request, that before leaving the Permanent Defence Force voluntarily at any time after they have commenced the course and before they have served in the Defence Forces for a minimum number of years reckoned from the date of completion of their third level training, they will refund the cost of such training to the Minister for Defence including the cost of pay and allowances paid to them during the period of attendance at the course.

Payment of the amount involved, including the cost of any pay and allowances paid to them during the attendance at the course, must be made in full and up-front i.e. before the actual date of their retirement. However, in every case, the granting of permission to a Commissioned Officer to retire or resign from the Defence Forces is a matter for the appropriate authority in accordance with the relevant provisions of the Defence Act.

In the case of certain courses, which are undertaken at public expense an officer appointed under these conditions will be required to subscribe to an undertaking that, in the event of his/her leaving the Permanent Defence Force voluntarily at any time after they have commenced the course, or within a specified period from the date of termination of the course, s/he will refund the cost of such training to the Minister for Defence, including the cost of pay and allowances paid to them during the period of attendance at the course.

Payment of the amount involved, including the cost of any pay and allowances paid to them during the attendance at the course, must be made in full and up-front i.e. before the actual date of their retirement. However, in every case, the granting of permission to a commissioned officer to retire or resign from the Defence Forces is a matter for the appropriate authority in accordance with the relevant provisions of the Defence Act. (See paragraph 18 on retirement)

18. RETIRING AGES FOR MEDICAL OFFICERS

At present the retiring ages for Medical Officers are as follows:

Captain	54 years
Commandant	58 years
Lieutenant Colonel	58 years
Colonel	60 years

Medical Officers who, on the day immediately preceding the date on which s/he is due to reach the age shown above, and who has been continuously for not less than five years in receipt of the prescribed rate of pay as a Medical Officer, and in regard to whom the Minister is satisfied and so certifies that it would be in the best interests of the service if s/he continued to serve beyond the age shown above shall have the following retirement ages:

Captain	64 years
Commandant	65 years
Lieutenant Colonel	65 years
Colonel	65 years

19. ANNUAL LEAVE

Subject to the exigencies of the service, a Captain may be granted 31 days leave and a Commandant or higher rank officer 43 days leave with full pay and allowances (where issuable) in any one leave year, in accordance with the provisions of Defence Force Regulations A.11.

It should be noted that this annual leave provision is currently calculated on a 7 day basis.

20. SICK LEAVE

Sick Leave may be granted in accordance with the provisions of Defence Force Regulation A.12 (Medical Treatment) and Defence Forces Regulation S.3 (Pay and Allowances).

It should be noted that the sick leave provision is currently being reviewed as part of a wider review and standardisation of sick leave in the Public Service generally and in that regard may be subject to adjustment on an ongoing basis in accordance with changes applicable across the Public Service as per Government policy.

The result of any agreement reached across the Public Service will be applied to any person appointed under these Terms and Conditions.

21. MATERNITY LEAVE

Statutory provisions in relation to Maternity leave apply in the Permanent Defence Force. Officers claiming maternity benefit payments from the Department of Employment Affairs and Social Protection will be required to sign

over these payments to the Department which will then refund the tax, PRSI and Pension related deduction on these amounts to the Officer.

22. MEDICAL ATTENDANCE AND HOSPITAL TREATMENT

Primary health care i.e. medical attendance at and treatment by a doctor or primary care medical team in the Defence Forces including e.g. physiotherapy, routine dental treatment etc., some limited in-house secondary care and the provision of medication prescribed by a Medical Officer are provided without charge, subject to any limitations as required by law. In accordance with Defence Force Administrative Instructions, referral for secondary treatment as a private patient to a consultant or for private treatment in hospital may be made by the Defence Forces Medical Officer or the attending doctor subject to financial sanction and any other limitations as required by law. The medical service provided to members of the Defence Forces is by nature an occupational medical service and as such, services such as cosmetic surgery (where such does not arise from occupational injury), etc are not provided.

23. PAY AND ALLOWANCES - BENEFIT IN KIND

Certain pay and allowances are currently the subject of a review by the Revenue Commissioners. The tax status and taxation of any benefit, payment or allowance paid to members of the Defence Forces as may be determined by the Revenue Commissioners from time to time is a matter, between the individual taxpayer and the Revenue Commissioners and must be disclosed by the individual to the Revenue Commissioners. The Department will not be liable for the financial impact, positive or negative, of any change in the tax status of any current payment, allowance or benefit paid or made available to members of the Defence Forces, or any determination of their tax status, as may be directed by the Revenue Commissioners from time to time.

24. POSTINGS

Medical Officers on Commissioning will be posted to the Central Medical Unit and on promotion to Captain may be required to serve anywhere within the State and as with other Members of the Defence Forces have a mandatory requirement to serve overseas.

25. CAREER INFORMATION

Notwithstanding 24 above, the Officer Commanding Central Medical Unit, in consultation with the Director Medical Branch will post Medical Officers when they have completed their period of training to fill vacancies within the Defence Forces Military Medical Facilities or Installation Medical Aid Posts-

The Military Medical Facilities are currently located at St. Bricin's Military Facility, Infirmary Road, Dublin 7, Custume Barracks, Athlone, Collins Barracks, Cork, Defence Forces Training Centre, Curragh Camp, Co. Kildare, Casement Aerodrome, Baldonnell, Co Dublin or Naval Base, Haulbowline, Cobh, Co. Cork. The Installation locations include Sarsfields Barracks, Limerick, Stephens Barracks, Kilkenny, Dun Uí Mhaoilisa Barracks, Galway, Finner Camp, Finner, Co Donegal, Aiken Barracks, Dundalk, and 2 Brigade Headquarters, Cathal Brugha Barracks, Rathmines, Dublin 6.

Whether posted to a Defence Forces Military Medical Facility or Installation Medical Aid Post, the Medical Officer will be responsible for the primary and occupational medical care of Defence Forces personnel posted to that location.

Medical Officers are required to undergo training courses in basic military skills, health & safety, military leadership, overseas pre-deployment training, protocol and administration, in addition to continued professional development.

Medical Officers are also required to undergo physical training and attend military exercises in a medical and participative capacity.

NOTE

THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FROM A PERSON DESIRING TO BE A CANDIDATE FOR AN APPOINTMENT AS A MEDICAL OFFICER IS NOT TO BE REGARDED AS AN ADMISSION THAT SUCH PERSON SATISFIES ALL OR ANY OF THESE CONDITIONS OR THAT S/HE IS NOT DISQUALIFIED BY LAW FROM HOLDING SUCH APPOINTMENT.

EVERYTHING CONTAINED IN THESE CONDITIONS AND NOTES IS SUBJECT TO THE OVER-RIDING AUTHORITY OF THE GOVERNING STATUTES, INCLUDING THE DEFENCE ACTS, 1954 (AS AMENDED AND EXTENDED) AND REGULATIONS AND SCHEMES MADE OR TO BE MADE THEREUNDER, AND ANY OTHER RELEVANT PROVISIONS, AGREEMENTS, LEGISLATION, PUBLIC SERVICE POLICY, CIRCULARS AND/OR INSTRUCTIONS AND ANY ERRORS WHICH MIGHT APPEAR THEREIN ARE SUBJECT TO CORRECTION AT ANY TIME. WHERE THERE IS A DISPUTE IN RELATION TO THE INFORMATION PROVIDED HEREIN THE PROVISIONS OF DEFENCE FORCES ADMINISTRATIVE INSTRUCTION AND DEFENCE FORCES REGULATION, THE DEFENCE FORCS REGULATION SHALL TAKE PRECEDENCE. THEREAFTER DEFENCE FORCES ADMINISTRATIVE INSTRUCTION AND THESE TERMS AND CONDITIONS IN THAT ORDER.

IN ADDITION, ALL TERMS AND CONDITIONS OUTLINED IN THIS DOCUMENT, ARE SUBJECT TO CHANGE UNDER THE DEFENCE FORCES CONCILIATION AND ARBITRATION SCHEME, [THE PUBLIC SERVICE STABILITY AGREEMENT 2018 – 2020](#) AND ANY OTHER AGREEMENT AS MAY BE CONCLUDED FROM TIME TO TIME.

APPOINTMENTS ARE OPEN TO MALES AND FEMALES ON AN EQUAL BASIS.

EXCEPTIONS TO THE GOVERNING CONDITIONS CANNOT BE MADE IN INDIVIDUAL CIRCUMSTANCES.

CANVASSING WILL DISQUALIFY

Candidates, when completing their application form, will be required to confirm that they have not:

- *knowingly or recklessly provided false information*
- *canvassed any person with or without inducements*
- *personated a candidate at any stage of the process*
- *interfered with or compromised the process in any way*

RETIREMENT BENEFITS

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement lump sum (i.e. superannuation benefits) subject to certain terms and conditions. The specific *defined benefit* superannuation arrangements that apply to PDF personnel depend on certain factors such as whether the person is joining the public service for the first time. Further details are set out below, and these should be read in conjunction with **Paragraph 12 (Pay, allowances and PRSI)**. The main benefits under the PDF superannuation schemes are:

- an occupational pension,
- a retirement gratuity (lump sum) or death in service gratuity, and
- spouses'/civil partner's and children's contributory pensions.

(a) **The new Single Public Service Pension Scheme applies to all military personnel joining the PDF as first-time new entrants to the public service on or after 1 January 2013.**

This is provided for under the *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act). This new scheme also applies, as appropriate, to former public servants returning to the public service from 1 January 2013 onwards, after a break of more than 26 weeks, or other than under the same contract of employment. Retirement benefits under this Single Scheme are based on 'career average earnings' in the public service (not final salary). For PDF personnel, a *minimum pension age* of 50 applies. That means pension and lump sum will not normally be payable immediately on discharge / retirement unless the person serves to age 50, and has the required minimum of 2 years' service (*vesting period*). Where leaving the PDF before age 50, benefits will be *deferred* and generally payable in line with, and linked to, the social welfare State Pension age (currently 66 rising to age 68). Retirement benefits under the Single Scheme are contributory. A 7.5% employee superannuation contribution applies to PDF personnel for personal and survivors' benefits (**see Note 1 below**), as well as an Additional Superannuation Contribution (ASC).;Pension is subject to *integration* with the Social Insurance system.

(b) **For those who are not eligible for membership of the Single Public Service Pension Scheme the following arrangements will apply:**

- (i) Under the *Public Service Superannuation (Miscellaneous Provisions) Act 2004* (the 2004 Act), different occupational pension arrangements apply to military personnel who joined the PDF as *new entrants on or after 1 April 2004 (and before 1 January 2013)*. Their pension scheme provides for a 'minimum pension age' of 50. This means pension and gratuity (lump sum) will not normally be payable immediately on discharge / retirement unless the person serves to age 50, and has the required 2 year *vesting period*. Maximum retirement benefits accrue over 30 years. Where leaving the PDF before age 50, benefits are not payable immediately but are deferred and payable from age 60. Benefits are based on total pensionable service (subject to a maximum of 30 years) and pensionable pay at discharge/retirement date. Pension is subject to *integration* with the Social Insurance system. In the case of commissioned officers, a 6.5% employee superannuation contribution is payable towards personal and survivors' benefits (**see Note 2 below**), as well as the ASC.

(ii) **Where a person joining the PDF is not a new entrant as defined:**

- **under the 2012 Act (as in paragraph (a) above); or**
- **under the 2004 Act (as in paragraph (b)(i) above),**

the pre-April 2004 Defence Forces superannuation arrangements will apply.

For commissioned officers who are new joiners to the public service on or after 6 April 1995 but before April 2004, and who are subject to PPC pay scales and full PRSI (Class A), gratuity is payable after 5 years' qualifying service, while pension and gratuity are payable after 12 years service*. There is no preservation. Benefits, which are payable immediately on retirement, and regardless of age, are based on retiring rank, service and other factors such as pensionable pay. A 6.5% employee superannuation contribution is payable towards personal and survivors' benefits (**see Note 2 below**), as well as the ASC. Pension is subject to *integration* with the Social Insurance system.

(*Apart from pension contributions and integration, the same general occupational pension scheme terms also apply to pre-6 April 1995 commissioned officers on non-PPC pay scales – they pay a 1.5% pension contribution for survivors' benefits only (**see Note 3 below**). They are insured for modified PRSI (Class C) and occupational pension is not subject to integration

PRSI status, integration with Social Insurance system, pension contributions etc.

New entrants to the Public Service on or after 6 April 1995, including Commissioned Officers in the PDF, are insurable for full PRSI. Both employers and employees make PRSI contributions, which in turn entitle scheme members to Social Insurance benefits provided they satisfy the relevant rules.

On that basis, their occupational (or spouse's / civil partner's) pensions are subject to ***integration*** with the State Social Insurance system in accordance with standard Public Service arrangements. This means that a person's entitlement to the range of Social Insurance benefits (including the Contributory State Pension) is taken into account when calculating the amount of occupational pension payable. In an integrated pension scheme, the Contributory State Pension (CSP) is regarded as part of the employee's total pension package. Under standard Public Service arrangements, this integration of occupational pension with the Social Insurance system begins from the time the occupational pension starts payment. This means the occupational pension is reduced from the start by a Social Insurance (State Pension) *offset*, regardless of whether the person has reached State Pension age (66-68). Integration applies to occupational pension and employee contributions, but not to retirement lump sum.

As stated above, successful candidates from this competition will be required to pay appropriate **employee pension contributions** from monthly salary towards their superannuation benefits at standard Public Service rates.

Note 1 – The 7.5% Single Scheme contribution is comprised of 4.2% of *net pensionable remuneration* (which means pensionable remuneration less twice the maximum rate

of State Pension Contributory payable from time to time to a person who has no adult or child dependants) plus 3.3% of pensionable remuneration.

Note 2 – The 6.5% contribution for ‘pre-Single Scheme’ members including military officers who join the Public Service from 6 April 1995 onwards is 3.5% of *net pensionable remuneration* (towards personal pension) plus 1.5% of pensionable remuneration (towards retirement gratuity) plus 1.5% of pensionable remuneration (towards spouses / civil partner’s and children’s pensions).

Note 3 – A contribution of 1.5% of *pensionable remuneration* is payable by pre-6 April 1995 commissioned officers towards spouses / civil partner’s and children’s pensions.

Subject to certain exemption thresholds (**see Note 4 below**), all Public Servants who are in pensionable employment – including members of the PDF – are also liable to pay an Additional Superannuation Contribution (ASC) regardless of the date they join the Public Service. The ASC is separate altogether from the standard employee pension contributions mentioned above, and no additional superannuation benefits are earned as a result of the ASC. The ASC is a permanent contribution in respect of pensionable pay.

Note 4 – From 1 January 2019, the ASC exemption threshold is as follows:

Additional Superannuation Contribution (ASC)	
All Public Servants who are Members of the Single Public Service Pension Scheme – including Defence Forces	Fast Accrual members of Pre-2013 Public Service Pension Schemes – including Defence Forces
First €32,000 @ 0%	First €28,750 @ 0%
Next €28,000 @ 6.66%	Next €31,250 @ 10%
Balance @ 7%	Balance @ 10.5%

Pension abatement, pension-accrual and declarations etc:

Under the 2012 Act, candidates will be required to declare:

- any prior Public Service, or
- any pre-existing entitlements to a Public Service retirement benefit (whether in payment or preserved), or
- existing remuneration from any other Public Service employment, or
- any such employment in which they received a payment-in-lieu of pension in respect of such service.

Candidates should be aware that if s/he was previously employed in the public service and is in receipt of a pension from the public service, the 2012 Act provides for the abatement (i.e. reduction / suspension) of any Public Service pension on re-employment within the public service, even where the new employment is in a different area of the public service. The

outcome will depend on factors such as a person's ongoing overall earnings from the Public Service by way of salary plus pension.

In addition, the 2012 Act applies a 40-year limit on the total service that can be counted towards occupational pension where a person has been a member of more than one 'pre-2013' Public Service Pension Scheme. This may have implications for any new recruit / appointee who has already acquired occupational pension rights in a previous (i.e. non-Single Scheme) Public Service employment.

Laser Eye Surgery

Applicants, for whom any one or more of the following criteria apply, will be deemed unfit to join the Permanent Defence Force:

- (a) Applicants who have had their visual acuity corrected by non-laser surgery or laser surgery involving the raising of a corneal flap
- (b) Applicants who have had corrective laser surgery not involving the raising of a corneal flap within the 12 months prior to the date of their application.
- (c) Where there continues to exist, beyond one year of corrective laser surgery not involving the raising of a corneal flap, significant visual impairment or side effects related to the surgery, or both
- (d) Where, following corrective laser surgery not involving the raising of a corneal flap, the residual corneal stromal thickness is less than 300 microns