

**TERMS & CONDITIONS AND GENERAL INFORMATION  
GOVERNING  
THE 2023 TRAINEE MILITARY AIRCRAFT SYSTEMS  
TECHNICIAN COMPETITION.**

**IMPORTANT NOTE**

**A person who wishes to apply for this competition should read this document carefully prior to completing the application form. An application should only be submitted if the applicant is satisfied that they fulfil all of the governing conditions detailed in this document.**

**The acceptance by the Chief of Staff - Defence Forces, of an application form from a person desiring to be candidate for Enlistment in the Permanent Defence Force should not be regarded as an admission by the Chief of Staff that such a person satisfies all or any of these conditions or that they are not disqualified by law from Enlistment.**

**Everything contained in these conditions, notes and annexes is subject to the over-riding authority of the governing statutes, regulations and schemes, including the Defence Act, 1954 (as amended and extended) and statutory provisions made, or to be made, thereunder, and any other relevant provisions, agreements, legislation, public service policy, circulars and/or instructions and any errors which may appear herein are subject to correction at any time.**

**In addition, all terms and conditions outlined in this document may be subject to change in line with ongoing Government Policy, the Defence Forces Conciliation and Arbitration scheme and public service agreements as may be concluded from time to time.**

**The Defence Forces is committed to a policy of equal opportunity for all eligible candidates.**

**Exceptions to the governing conditions cannot be made in individual circumstances.**

**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*
- *impersonated a candidate at any stage of the process*
- *interfered with or compromised the process in any way*

**These conditions apply for the 2023 Competition only and will be reviewed in advance of any future competition.**

## CANVASSING WILL DISQUALIFY

This document is divided into two parts: **Part 1** details the governing conditions and the qualifications required for the offer of a place as an Air Corps Trainee Military Aircraft Systems Technician (TMAST) in the Air Corps. **Part 2** contains general information on the training programme, as well as a general guide to the terms and conditions of service in the Permanent Defence Force.

Successful candidates will be enlisted as general service recruits for training as technicians. All personnel will undergo Phase 1 Military Training of at least 29 weeks in duration. On successful completion of Phase 1 Military Training, personnel will hold the rank of Airman/Airwoman. Prior to commencing the Military Aircraft Systems Technician technical training (Phase 2 to Phase 7), all personnel will be required to sign an undertaking that, in the event of their voluntary discharge from the Permanent Defence Forces within the period of the undertaking, he or she shall refund to the Minister all monies expended on their training. The time period of the undertaking will not exceed 12 years.

## **PART 1**

### **CONDITIONS GOVERNING THE AWARDING OF A PLACE TO BECOME AN AIR CORPS TRAINEE MILITARY AIRCRAFT SYSTEMS TECHNICIAN IN THE AIR CORPS**

#### **1. GENERAL QUALIFICATIONS**

To qualify, a candidate shall at the time of application be:

(i) a citizen of the State,

or

be any other person who has a lawful entitlement to reside and work within the State for the period of time that is required for the purpose of any such appointment and

(ii) be of good character and satisfy any security clearance required and

(iii) meet the required minimum standards of medical and physical fitness.

#### **2. AGE REQUIREMENT**

Candidates must be 18 years of age or above and under 29 years of age on 25<sup>th</sup> September 2023.

*Please note that the upper age limit may be the subject of review in advance of future Competitions.*

#### **3. MINIMUM EDUCATIONAL QUALIFICATIONS**

Candidates must have attained the required minimum educational qualifications at the time of entry into the Air Corps.

On enlistment, a candidate must have obtained specific minimum grades in the Leaving Certificate/National Equivalent. The standard minimum entry requirements are a minimum of Grade O6 in five subjects, at ordinary level, to include Mathematics, English or Irish or National Equivalent qualification and one of the following subjects: Physics, Chemistry, Engineering, Construction Studies or other STEM subject (scientific, technical, engineering, mathematical). Foundation Level and Leaving Cert Applied subjects are not reckonable.

**PLEASE NOTE:**

- Foundation Level and Leaving Certificate Applied subjects do not qualify for the Aircraft Technicians competition.
- **The specific minimum grades in the Leaving Certificate/National Equivalent may be the subject of review in advance of future competitions.**

All Air Corps Trainee Military Aircraft Systems Technicians will sit the European Aviation Safety Agency (EASA) Part 66 Aircraft Maintenance Licence Modules to obtain theoretical knowledge for EASA B1.1 (Fixed Wing - Gas Turbine Engine) or B1.3 (Rotary Wing - Gas Turbine Engine) or B2 (Avionics) license requirements. The Air Corps Technical Training School is licenced by the Irish Aviation Authority as an EASA Part 147 School.

Technicians with the EASA qualification (EASA Part 66 Aircraft Maintenance Licence in either Category B1 or B2) may be eligible to apply to enter year 3 of the BEngTech in Military Aviation Technology (Level 7) DT011, which is the civil programme offered by the accrediting Academic Institute –Technological University Dublin.

**PLEASE NOTE:**

**At the end of the technical training period the successful technician will receive an EASA Qualification from the Air Corps Technical Training School, which is licensed by the Irish Aviation Authority.**

#### **4. MEDICAL AND PHYSICAL STANDARDS**

Candidates must be in good mental and bodily health and free from any physical defect, abnormality, physiological condition or history of serious illness likely to interfere with the efficient performance of his/her Military duties.

**a. Height:**

The minimum height requirement is 157.48 cm. Physical standards and weight must be in keeping with height and age.

**b. Vision:**

Vision must be not less than 6/36 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other. Normal night and colour vision are required. 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 audiometric examination at which:

(1) The sum of the hearing threshold 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.

(2) Candidates must be able to hear all measured pure tones up to and including 8 kHz at 20dB 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.**

**PLEASE NOTE:**

**Candidates must satisfy these various medical and physical standards and requirements in order to remain in the Competition.**

## 5. APPLICATION FORM

**Candidates must apply online to [www.military.ie](http://www.military.ie)** Candidates wishing to undertake the assessments through Irish must make this request known to the Defence Forces Recruitment Section at [recruitment@defenceforces.ie](mailto:recruitment@defenceforces.ie).

All correspondence with candidates will be done by email for the duration of the competition. Candidates should ensure the email address given is accurate and correct.

Each application is acknowledged automatically within 24 hours. If an acknowledgement is not received within 48 hours of applying, candidates should immediately contact the Defence Forces Recruitment Section at: 045 492553 or at [recruitment@defenceforces.ie](mailto:recruitment@defenceforces.ie)

Likewise, if an applicant's email address should change, the onus is on the applicant to make contact with the Defence Forces Recruitment Section immediately advising them of the change of email address.

Serving members of the PDF will be required to include their Service Number on the application form.

All Candidates who are invited to attend for the Assessment Phase of the competition, as outlined under Selection Procedure below, will be required to bring valid identification, i.e. Passport or Driving Licence as proof of identity.

In addition, candidates will be required to bring original documentary evidence that they meet the Leaving Certificate (or National Equivalent) minimum educational qualifications, as outlined at the start of Part 1 above.

Candidates called to Stage 3 - the Interview - will be required to bring their long form Birth Certificate (Photocopies are not acceptable).

**Before submitting an application for an Air Corps Trainee Military Aircraft Systems Technician appointment and placement on the training programme, applicants should ensure that they satisfy the eligibility criteria and have read and accept the conditions governing this Competition.**

## **6. SELECTION PROCEDURE**

Candidates, if selected, will be required to attend for the various stages of the selection procedure on the dates and times as notified by email. Candidates who fail to attend for any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

### **Stage 1 – Online Psychometric Testing**

**Depending on application numbers, candidates may be required to complete an online unsupervised psychometric test at Stage 1.**

Candidates will be supplied with psychometric test familiarisation material in order to introduce them to the format of the tests.

Candidates will be required to complete all psychometric tests within the timeframe specified by the Defence Forces. Candidates should pay particular attention to ensuring that the contact details specified on their application are correct.

Candidates who have attained the requisite score in the unsupervised online psychometric test at Stage 1 (if applicable), will be required to attend for a subsequent supervised online psychometric test at Stage 2.

**Note: If a candidate fails to meet the minimum standard at Stage 1, they will not be permitted to proceed to the next stage of the competition**

### **Stage 2 –Physical Fitness and Suitability Assessments**

Candidates who have attained the requisite score at Stage 1 of the competition, will be required to attend for Physical Fitness Testing and Suitability Assessments as part of the Competition. The Physical Fitness Test will consist of the following;

- **Physical Fitness Test:** All eligible candidates (to include serving members of the Permanent Defence Force) will initially be called to undergo a Physical Fitness assessment, which is designed to test their potential to endure the rigorous of military training (see Annex C). Candidates must attain the minimum standard laid down in order to proceed in the competition. A candidate must complete this test as part of their application and the test is not valid for any other Defences Forces competition. (See Annex ‘D’ for details of the test and suggested training programme).

**The Suitability Assessment will consist of the following:**

**Supervised Psychometric Tests:** If a candidate’s performance at a supervised test is outside the expected scoring range from their unsupervised test at Stage 1 (if applicable), they may be excluded from subsequent stages of the selection process.

**Psychomotor and Cognitive Testing:** Candidates will be required to complete both psychomotor and cognitive testing.

**Note: If a candidate fails to meet the minimum standard of any part of the Physical Fitness Test, or the Suitability Assessments they will NOT be permitted to proceed to the next stage of the competition.**

### **Stage 3 – The Interview**

Successful candidates will be invited to attend a competency based interview where they will be required to demonstrate competency in a selection of the following areas:

- Teamwork
- Technical Aptitude.
- Ability to Work under Pressure
- Military Career Orientation.
- Personal Motivation
- 

In the competency based interview, candidates will be asked to give examples from their own experiences of life, school, university hobbies, work, pastimes, etc., to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Final Interview will be deemed unsuccessful in the competition.

Interview locations include Casement Aerodrome, Air Corps HQ, Baldonnel, Dublin 22 and various other Military Posts.

Members of the Permanent Defence Force who apply for this Competition and who meet all the eligibility criteria will be afforded the opportunity to compete in the Selection Process.

## **7. EXPENSES**

Candidates, other than a member of the Defence Forces, are liable for all expenses incurred in connection with their participation in the Military Systems Aircraft technician's competition and on first reporting for enlistment.

## **8. MEDICAL AND PHYSICAL EXAMINATIONS**

A panel will be formed from Candidates who are successful at interview. Candidates on this panel will be required to undergo and pass a detailed medical examination, which includes an audiometric test.

Candidates who do not pass the medical examination owing to a medical condition that, in the opinion of the Examining Medical Officer, is capable of being remedied by treatment, may be afforded the opportunity of having the condition rectified *within one week of their examination*. Such candidates will be required to submit medical evidence indicating that the condition has been remedied. They may be required to undergo further medical examination,



by another Medical Officer. Medical fitness will not be confirmed until the results of all tests are available to the Medical Officer.

## **9. 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.

## **10. OFFER OF PLACEMENT**

Following interview, medical and physical examinations and security clearance being obtained, successful candidates high enough on the order of merit will be offered a placement on the Trainee Military Aviation Systems Technician Scheme. The decision of the Minister for Defence is final. The enlistment of successful candidates on the Trainee Military Aviation Systems Technician Scheme will be subject to the following:

- a. The candidate passing a pre-enlistment medical examination on reporting for enlistment. This examination is in addition to the detailed medical examination at Paragraph 4 above.
- b. A candidate who is offered a placement must report for enlistment at the required time and place. Failure to report for duty will result in the offer of a place to become an Air Corps Trainee Military Aircraft Systems Technician in the Air Corps being forfeited.
- c. Successful candidates will complete an initial period (approx. 29 weeks) of military training. On successfully completing this military training, personnel will advance to 3Star Private/Airman/Airwoman rank and will then commence technical training as a Trainee Military Aviation Systems Technician as outlined below in part 2, para 3.

## **11. CONDITIONS OF ENLISTMENT**

- a. Successful candidates will be required to enlist for service in the Air Corps for a total period of twelve years (comprising nine years in the Permanent Defence Force and three years in the Reserve Defence Force) should they fulfil such criteria as set out in Defence Force Regulations and as may be laid down by the Deputy Chief of Staff (Support) in regards to such matters as conduct rating, physical fitness and medical category.
- b. Successful candidates appointed from this competition, who are already serving in the Permanent Defence Force, will be discharged and immediately re-enlisted in the rank of trainee technician as set out in Defence Force Regulation A. 10.

- e. Candidates may then be re-engaged for such a period as will make up a continuous period of 21 years of service should they fulfil such criteria as laid down by the Deputy Chief of Staff (Support) in regards to such matters as conduct rating, physical fitness and medical category.
- d. A currently serving member who enlisted in the Permanent Defence Force on or after 1 Jan 1994 may, subject to Defence Force Regulations and to meeting certain criteria and conditions, be permitted to continue in service up to the age of 50 years to the rank of Sergeant and to the age of 56 years in all higher enlisted ranks.
- e. Upon successful completion of the training course, graduates are eligible for the award of a QQI Level 7 Bachelor of Engineering Technology in Military Aviation Technology (B.Eng. Tech. Level 7) on completion of the requisite modules. Trainee Military Aircraft Systems Technicians will also sit the EASA Part 66 modules to obtain theoretical knowledge for EASA B1.1 (FW Turbine), or B1.3 (RW Turbine), or B2 (Avionics) licence requirements.
- f. A Trainee Military Aircraft Systems Technician will be withdrawn from completing the training programme if:
  - they fail to show satisfactory progress at any time during the course of training, or fails to pass the examinations required to progress on the course, or fails to develop the qualities requisite for the satisfactory completion of the course, or if their conduct or service is unsatisfactory or
  - as a result of examination by a Medical Board, where, at any time, they are found to be in a medical category lower than that prescribed or,
  - at their own written request.

A technician who has been removed from the training programme (except as a result of the results of a Medical Board examination as outlined above), will be permitted to seek discharge by purchase from the Defence Forces, or, subject to the recommendation of their Commanding Officer, will be permitted to remain in the Defence Forces as a line soldier. A technician who is permitted to remain in the Defence Forces as a line soldier, and who has previous service in the Defence Forces, will be bound by the terms of their new enlistment.

- g. A candidate leaving the Permanent Defence Force voluntarily following their date of attestation, will be required to pay such cost for discharge as is specified in Defence Forces Regulations A10.
- h. On successful completion of training, technicians will routinely be posted to aircraft maintenance duties in the Air Corps.
- i. Under the terms of the Defence Amendment Act 2006, all Defence Forces personnel, if selected, are expected to serve overseas from time to time.

- j. Successful candidates will be required to undertake compulsory random drug testing throughout their career in the Defence Forces in accordance with the Defence Act 1954 and the Defence Forces Regulation A7.

## **PART 2**

### **GUIDE TO THE AIR CORPS TRAINEE MILITARY AIRCRAFT SYSTEMS TECHNICIAN TRAINING PROGRAMME 2023**

#### **1. THE AIR CORPS**

The Air Corps currently operates twenty six aircraft in multi-role national aviation tasks. The types of aircraft include Learjet 45, CASA CN235 maritime patrol aircraft, Airbus CN295 maritime patrol aircraft, BN Defender, Pilatus PC-9M and PC-12. The Air Corps also operates Eurocopter EC135 and Leonardo AW139 helicopters.

The primary role of the Air Corps is to provide support to the Army, Naval Service and An Garda Síochána in countering threats to State security on land, sea and air. In addition, the day to day peace time role of the Air Corps includes activities such as Maritime Surveillance, Fishery Protection, Garda Air Support Unit, Ministerial Air Transport, Emergency Aeromedical Service and Air Ambulance

The Air Corps trains its own Military Pilot Officers, Military Aircraft Technicians, Military Air Traffic Controllers, Air Photographers and General Service personnel. Air Corps personnel may serve overseas as mandated by Government.

#### **2. THE AIR CORPS TRAINEE MILITARY AIRCRAFT SYSTEMS TECHNICIAN PROGRAMME**

The purpose of the Air Corps Trainee Military Aircraft Systems Technician programme is to provide military aircraft technicians for the Irish Air Corps. The programme offers successful candidates the opportunity of becoming an efficient and disciplined member of the Air Corps. The trainee technician undergoes full basic military training and passes out as a 3-Star soldier prior to commencing their technical training. This is a unique opportunity for an individual who has an interest in military training to also pursue a career in aviation maintenance. The initial military training affords the trainee technician an opportunity to develop skills which are applicable to the aircraft maintenance environment such as discipline, self-reliance, teamwork and working to exacting standards.

The system of training is of the highest standard, and the training programme in the Air Corps Technical Training School has been developed to provide *ab initio* technical training. The programme offers successful candidates the opportunity to become an efficient and disciplined member of the Air Corps.

The programme is aimed at meeting the current and future employment needs of the Air Corps by providing graduates with a Level 7 Degree. The programme offers an interdisciplinary approach within the students obtain a mix of technological and operational skills specifically related to Irish Military aviation requirements.

The programme will be delivered in the Technical Training School of the Air Corps College or in any other place as designated by the General Officer Commanding the Air Corps.

The programme complies with the Technological University Dublin Education Awards under the National Framework of Qualifications. Graduates of this programme will be eligible for the following award – Bachelor of Engineering Technology in Military Aviation Technology (B.Eng. Tech. Level 7) on completion of the requisite modules.

All Air Corps Trainee Military Aircraft System Technicians will sit the European Aviation Safety Agency (EASA) Part 66 modules to obtain theoretical knowledge for EASA B1.1 (Fixed Wing Turbine) or B1.3 (Rotary Wing Turbine), or B2 (Avionics) licence requirements.

### 3. PARTICULARS OF TRAINING

A candidate, on entering the Permanent Defence Force, will undergo at least twenty nine (29) weeks of military training prior to the commencement of their Trainee Military Aircraft Systems Technician programme. All training is organised and conducted in a strict, uniform and disciplined manner.

Prior to commencing the Military Aircraft Systems Technician technical training (Phase 2 to Phase 7), all personnel will be required to sign an undertaking that, in the event of their voluntary discharge from the Permanent Defence Forces within the period of the undertaking, they shall refund to the Minister all monies expended on their training. The time period of the undertaking will not exceed twelve years.

The programme has seven phases and is covered in a four year period. A trainee technician must achieve the required standard in each module i.e.

<b>Phase</b>	<b>Type of Training</b>
1	Military
2	Off the Job - Theoretical Modules 1 Mathematics 2 Physics 3 Electrical Fundamentals 6 Materials and Hardware 7 Maintenance Practices
3	On the Job – Practical
4	Off the Job - Theoretical Modules 4 Electronic Fundamentals 5 Digital Techniques 8 Basic Aerodynamics 9 Human Factors 10 Air Legislation 14 propulsion 15 Gas Turbine Engines

	17 Propellers
5	On the Job – Practical
6	Off the Job - Theoretical Modules 11 Turbine Aeroplane Aerodynamics 12 Helicopter Aerodynamics 13 Aircraft Aerodynamics
7	On the Job – Practical

On the successful completion of the Air Corp Trainee Military Aircraft Systems Technician programme, the newly qualified Aircraft Technician will become an integral part of the Air Corps maintenance team providing maintenance backup to the Air Corps Aircraft Fleet. Aircraft Technicians are normally based with an Air Corps unit within the State as well as being liable for duties overseas with the Permanent Defence Force.

#### **4. MILITARY TRAINING**

The Military syllabus is designed to develop the character, morale and discipline of the trainee technician and to instill into them a keenness for soldiering. This is achieved through interaction between various military skills and disciplines and the military way of life.

The syllabus includes rifle marksmanship, junior leadership, map reading, tactical training, foot drill and other basic military skills. Much attention is also given to the physical development of the trainee technician, through both physical and adventure training.

A candidate, on entering the Permanent Defence Force, will undergo at least twenty nine (29) weeks of military training prior to the commencement of their Trainee Military Aircraft Systems Technician programme. All training is organised and conducted in a strict, uniform and disciplined manner. Initial instruction comprising of Basic military training and the Private three star training course will be carried out at the Joint Induction Training Centre, in Gormanstown Camp, Co. Meath and at other military bases as directed by General Officer Commanding Air Corps. Successful applicants are required to live in for the duration of this training.

#### **5. PHYSICAL TRAINING**

All Technicians are encouraged to participate in sport. The principal team sports in the Defence Forces are rugby, hurling, Gaelic football, soccer, volleyball and basketball. Athletics, orienteering, and various other sports and recreation may also be pursued.

#### **6. TECHNICAL TRAINING**

Fully qualified lecturers provide technical training. In addition, Aircraft Technicians, at any time, upon completion of the Air Corps Trainee Military Aircraft Systems Technician

Programme, may be assigned to further technical training courses in military or civilian establishments in Ireland or abroad. Provisions of Defence Forces Regulations on Military Education and Training will apply.

**Note:** The General Officer Commanding (GOC), Air Corps reserves the right to detail trainee technicians for such duties, which may arise from time to time, subject to service exigencies and requirements.

## **7. PERIOD OF AIR CORPS TRAINEE MILITARY AIRCRAFT SYSTEMS TECHNICIAN PROGRAMME**

The period of training is approximately four years. This period of service is regarded as a probationary period. If a trainee technician is reported by their Commanding Officer as being unlikely to become efficient or as being otherwise unsatisfactory or fails to complete the training programme successfully, they may be discharged from the Permanent Defence Force.

## **8. PAY, ALLOWANCES and PRSI**

Enlisted personnel pay PRSI contributions under Class H, which insures them for the range of benefits under the Social Insurance code, including the State Pension (Contributory).

The following are the current weekly pay rates applying to successful applicants applying for the Air Corps Trainee Military Aircraft Systems Technician:

<b>Non-Commissioned Personnel: Personal Pension Contribution (PPC) rates when recruited on or after 1 January 2013</b>				
	<b>Point</b>	<b>Rate of Pay w.e.f 1 March 2023</b>	<b>Military Service Allowance (MSA)</b>	<b>Total</b>
On enlistment		€465.02.	€0.00	€465.02
Private 2 Star		€541.12	€0.00	€541.12
Private 3 Star/Airman.	1	€560.32	€151.59	€711.91
	2	€587.09	€151.59	€738.68
	3	€611.77	€151.59	€763.36
	4	€632.11	€151.59	€783.70
	5	€647.71	€151.59	€799.30
	6	€656.82	€151.59	€808.41
	7	€696.34	€151.59	€847.93

\*On successful completion of Recruit and 2-3\* Military training, the trainee technician will move onto the Private/Airman 3 Star pay scale. The technical training element of the Trainee Military Aircraft Systems Technician course will take approximately three (3) years on completion of the military training.

**PLEASE NOTE:**

**Candidates should note that different pay and conditions may apply if, immediately prior to enlistment, the appointee is a serving member of the Permanent Defence Force.**

Enlisted personnel taking up an appointment as an Air Corps Trainee Military Aircraft Systems Technician, will be placed on the 1<sup>st</sup> point of the Trainee Military Aircraft Systems Technician pay- scale. Where the 1<sup>st</sup> point of the scale is lower than the current value of the soldier pay plus any continuous allowances then the trainee technician will be placed on an off-point rate. On successfully completing all stages of training, including ‘Trainee Military Aircraft Systems Technician training’ then the Aircraft Technician will be placed on the appropriate point of that pay scale or will continue on the off-point rate, whichever is greater. This off-point rate will continue to be paid until incremental progression allows for convergence with the established pay scale rates.

**MILITARY SERVICE ALLOWANCE (MSA):**

Military Service Allowance is not payable to Recruits. Eligibility for the payment of Military Service Allowance is on successful completion of the Military Training programme and will commence upon promotion to the rank of 3 Star Private/Airman in accordance with Defence Force Regulation A10.

**PLEASE NOTE:**

It should be noted that the rate of remuneration and the payment of the allowance outlined above, are subject to review and adjustment on an on-going basis in accordance with changes applicable across the Public Service generally as per Government policy.

All details of pay and allowances are available on the Defence Forces website at [www.military.ie](http://www.military.ie)

**Method of Payment**

Currently an Air Corps Trainee Military Aircraft Systems Technician is paid on a weekly basis by means of electronic funds transfer to a designated financial institution.

**9. OCCUPATIONAL PENSION ARRANGEMENTS**

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement lump sum (collectively called superannuation benefits) subject to meeting certain terms and conditions. A person’s date of first joining the PDF and whether they have any previous Public Service employment will generally decide their specific occupational pension terms. Successful candidates appointed from this competition will be required to pay appropriate employee pension contributions from weekly pay, as well as the ‘additional superannuation contribution’ (ASC). In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single Public Service Pension Scheme.

**Further details are set out in Annex A**



## **10. TERMS OF APPOINTMENT**

Candidates should note that all Permanent Defence Force personnel may be engaged in any appointment within the Permanent Defence Force. While Air Corps Trainee Military Aircraft System Technicians are trained to take up technical appointments, it cannot be guaranteed that qualified personnel will be assigned to such technical appointments within establishments.

Technicians are eligible for promotion through the Non-commissioned and Commissioned ranks. Promotion is subject to personnel undergoing such courses as may be laid down from time to time, and meeting the prescribed criteria for higher rank.

## **11. CLOTHING**

Items of Uniform are provided to successful candidates.

It should be noted that the current provisions regarding the issue of a uniform may be subject to change in accordance with Government policy.

## **12. ANNUAL LEAVE**

Subject to the exigencies of the service, annual leave not exceeding twenty eight days may be granted in any one leave year.

It should be noted that this annual leave provision is currently calculated on a 7 day basis. Leave entitlements may be subject to review and adjustment.

## **13. 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).

Sick Leave entitlements may be subject to review and adjustment.

## **14. HEALTH AND WELFARE**

Medical attendance, hospital and dental treatment are provided free subject to the limitations as required by law.

## **15. COURSES**

In order to ensure that a candidate will be competent to carry out the duties of higher rank to which they may be promoted, personnel will be required to undergo such courses as may

be laid down from time to time. Such courses undertaken will be subject to the provisions of Defence Forces Regulations on Military Education and Training and Undertakings where eligible.

## 1. RETIREMENT BENEFITS

### Introduction

In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single Public Service Pension Scheme. This Scheme applies to all military personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards as first-time new entrants to the Public Service. The Single Scheme also applies if you are a former pensionable public servant who re-joins the Public Service in a pensionable position on or after 1 January 2013, with a break of more than 26 weeks between public service employments.

*Note: In some circumstances, different pension terms may apply for personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards who are not first-time new entrants to the Public Service and/or have previously been in the public service. See paragraph below regarding 'Post -2004' Scheme, or specific details are available on request from the Department of Defence.*

### Single Scheme – summary of main elements for PDF members

- It is a *defined benefit* scheme based on *Career-Average Earnings*.
- Retirement benefits – pension and lump sum – are primarily based on % of *pensionable earnings* throughout your public service career as a Single Scheme member.
- PDF members pay a 7.5% employee contribution from salary towards their Single Scheme benefits, as well as an *Additional Superannuation Contribution* (ASC) – see **Note 1 and 3**.
- Each year, you build up money amounts on a *fast accrual* basis towards your Single Scheme retirement benefits. The total of these amounts at retirement, with some adjustments for increases in inflation, determines what your retirement benefits will be.

- Single Scheme retirement benefits are payable immediately on retirement from the PDF only if you serve to the *minimum pension age* of 50, and have the *vesting period of 2 years*<sup>1</sup>.
- If you finish employment with the PDF before age 50 and have completed the vesting period, payment of your retirement benefits is normally *deferred* to the State Pension age<sup>2</sup>.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (a) below.
- There is no cap on the length of time over which members can build pension benefits under the Single Scheme.
- Transferring retirement benefits to Single Scheme from other employments:
  - The option for a member of the Single Scheme to transfer-in benefits from private sector pension schemes is generally available, subject to certain terms and conditions.
  - If, before joining the Single Scheme, you hold deferred retirement benefits from previous employments under a ‘pre-2013’ Public Service pension scheme, you cannot transfer those benefits to the Single Scheme. Those benefits remain to be administered under your earlier pre-2013 pension scheme.
  - If you hold deferred benefits under the Single Scheme from an earlier Single Scheme employment, you do not need to arrange for their “transfer” because it is the same Single Scheme in place across the Public Service.
- There is provision for immediate retirement benefits if compulsorily retired on medical grounds, and for death in service benefits (dependents pensions and death lump sum).

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<sup>1</sup> The *vesting period* for the Single Scheme is 2 years, the minimum length of time you must pay employee contributions into the scheme before becoming eligible for retirement benefits. The vesting period for personnel who joined the PDF between 1 April 2004 and 31 December 2012 is also 2 years

<sup>2</sup> For further information see <https://www.gov.ie/en/service/e6f908-state-pension-contributory/#>

- Following retirement, increases to Single Scheme pension are linked to inflation.

**‘Post-April 2004’ Defence Forces pension scheme arrangements apply to military personnel recruited to the PDF on or after 1<sup>st</sup> April 2004 and before 1<sup>st</sup> January 2013.** The ‘post-April 2004’ pension scheme is relevant to anyone who has worked or is working in other public service pensionable employment, and who is not a *new entrant* as defined under the Single Scheme. This will generally apply where the person was in a pensionable (non-Single Scheme) public service appointment/position in the 26 weeks immediately prior to enlistment to the PDF.

**Summary of main elements of ‘post-April 2004’ Defence Forces pension scheme:**

- It is a *defined benefit final salary* scheme.
- As in other pre-2013 Public Service pension schemes generally, retirement benefits are based on *total pensionable service* and *pensionable salary* at retirement date (subject to certain limits).
- A contribution of 1.5% of net pensionable remuneration is payable by ‘post-April 2004’ enlisted personnel, as well as the Additional Superannuation Contribution (ASC) – **see Notes 2 and 3.**
- Retirement benefits are payable immediately on retirement from the PDF only if you serve to the *minimum pension age* of 50, and have the *vesting period* of 2 years.
- If you finish employment with the PDF before age 50 and have the vesting period, your retirement benefits are *deferred*, and payable from age 60.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (a) below.
- Under the ‘post-April 2004’ schemes, maximum retirement benefits accrue after 30 years’ pensionable service, known as *fast accrual*.
- There is an overall *40-year limit* on the total pensionable service that can be counted towards retirement pension from a person’s aggregate service across membership of any ‘pre-2013’ Public Service Pension Scheme(s).

- Transferring retirement benefits from other pre-2013 employments: Under the Public Sector Transfer Network, reckonable service may be transferred into the PDF from elsewhere in the public sector (subject to certain conditions).<sup>3</sup>
- There is provision for immediate retirement benefits if compulsorily retired on medical grounds, and for death in service benefits (dependents pensions and death lump sum).
- Following retirement, pensions from the ‘post-April 2004’ scheme are revised (indexed) in line with public service pension increase policy.

**(a) Integration of retirement pension with the Social Insurance system:**

New entrants to the Public Service are insurable for full PRSI. For this reason, public service retirement (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 retirement 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 retirement pension with the Social Insurance system applies from the time the retirement (or spouse's / civil partner's) pension commences payment. This means the retirement pension is adjusted (reduced) from the start by a Social Insurance State Pension *offset*, regardless of whether the person has reached Contributory State Pension age. Integration applies to retirement pension and also to employee contributions, but not to retirement lump sum.

**(b) Employee pension contributions:**

- **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 dependents) plus 3.3% of pensionable remuneration.
- **Note 2** – A contribution of 1.5% of net pensionable remuneration is payable by ‘post-April 2004’ enlisted personnel.

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<sup>3</sup> For pre-2013 public service pension schemes, the Transfer Network enables the transfer of reckonable service for pension purposes between the Defence Forces and the majority of State and semi-state organisations e.g. to or from the Civil Service, Health Services, An Garda Síochána, Local Authorities, Teaching etc.

- **Note 3** – Subject to certain exemption thresholds, all Public Servants who are in pensionable employment – including members of the PDF – are also liable to pay an *Additional Superannuation Contribution* (ASC). The ASC is separate from the standard employee pension contributions mentioned above. No additional superannuation benefits are earned as a result of the ASC. The ASC applies to pensionable earnings above certain thresholds at different bands and % rates depending on the pension scheme applicable to the member. From 1 January 2020, the ASC bands / rates are as follows:

<b>Additional Superannuation Contribution</b>	
<b>All Public Servants who are members of the Single Public Service Pension Scheme</b>	<b><i>Fast Accrual</i> members of pre-2013 Public Service Pension Schemes</b>
First €34,500 of pensionable earnings – exempt	First €28,750 of pensionable earnings - exempt
Next €25,500 @ 3.33%	Next €31,250 @ 10%
Balance @ 3.5%	Balance @ 10.5%

**(c) Declarations:**

Under the *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act), candidates are required to declare:

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

**(d) Pension abatement:**

If a person was employed previously 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.

(e) **Further information:**

Detailed information on Defence Forces pension arrangements can be found on the Department of Defence website at **<https://www.gov.ie/en/collection/f65fb1-defence-forces-pension-information/>** and <https://www.gov.ie/en/collection/2a3969-pension-schemes/> - for the Enlisted Personnel Single Scheme booklet

See also Department of Public Expenditure and Reform website at **<https://singlepensionscheme.gov.ie/for-members/>** which gives detailed information on the Single Scheme, and <https://singlepensionscheme.gov.ie/for-members/scheme-information/scheme-booklet/#> - for a booklet on the ‘fast accrual’ scheme



**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 12 months of the advertised closing date for receipt of applications
- (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.

**Physical Fitness**

**PHYSICAL FITNESS TEST**

The physical fitness assessment is designed to test the candidate’s current level of physical fitness and their capacity to undergo the rigours of military training. It is composed of two aspects:

- a. Components of physical fitness, consisting of body composition assessment.
- b. Local muscular endurance and aerobic endurance

**FORMAT OF THE DEFENCE FORCES INDUCTION FITNESS TEST (DFIFT)**

**BODY COMPOSITION ASSESSMENT**

This assesses the candidate’s body composition. The candidate will undergo a body mass index (BMI) test and an assessment of body fat % will be assessed using skin calliper test (if necessary). Candidates who score > or equal to 30 on the BMI test must undergo a skinfold calliper test. Candidates who score in excess of 70mm (Males) or 80mm (Females) on the skinfold calliper test will **not** be permitted to continue with the test.

All tests are conducted in sports gear. Candidates are advised to bring the following should they be requested to attend: tracksuit, shorts, singlet or t-shirt, training shoes, towel, and wash gear etc.

**Candidates who wish to prepare for the above tests should do so under the guidance of a qualified instructor.**

**AEROBIC ENDURANCE**

Candidates will be required to run one and a half miles within the time limit below: (This is a pass or fail test)

Remarks	Males	Females	Distance
<b>Green: test pass</b>	<b>&lt;11 mins 40 sec</b>	<b>&lt;13 mins 10 sec</b>	<b>2.4km</b>
<b>Amber: test pass</b>	<b>&lt;12 mins 45 secs</b>	<b>&lt;13 mins 50 sec</b>	<b>2.4km</b>
<b>Red: test fail</b>	<b>&gt;12 mins 45 secs</b>	<b>&gt;13 mins 50 sec</b>	<b>2.4km</b>

A ‘Green’ grading reflects the candidate passing the DFIFT and results in immediate selection for induction.

An ‘Amber’ grading reflects a reduced aerobic capacity. The organisation **may** select these personnel for induction subject to vacancies. If an applicant achieves an amber pass they will be required to undergo additional fitness training during the induction training period. Cadets must pass the Defence Force’s fitness test to be finally approved.

A ‘Red’ grading reflects the candidate has failed the DFIFT.

An applicant who achieves an “amber” result in their aerobic capacity (run) test may be considered for induction into the Defence Forces, should the HR demand exist. Applicants inducted under these circumstances will be required to pass the DF Fitness Test (part 2/run) during stage 1 of the Cadet Training Course (initial 12 weeks).

**LOCAL MUSCULAR ENDURANCE**

This will be assessed using push-ups and sit-ups. The time allowed is 60 seconds (This is a pass or fail test).

	<b>Males</b>	<b>Females</b>
Push-ups: (Minimum requirement)	20	20 (modified)
Sit-ups: (Minimum requirement)	20	20

**If a candidate fails to meet any of the above minimum requirements, they will not be permitted to proceed to the next stage of the competition.**

Suggested 4 Week Training Programme for Applicants.

<b>Week</b>	<b>Session 1</b>	<b>Session 2</b>	<b>Session 3</b>
<b>1</b>	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 5 sets x 5 reps. Sit Ups 5 sets x 5 reps. Stretch.	15 min Warm up. Tempo Training. 4 x 5 min runs with 2 min recovery. Record your distance. 15min Cool down Stretch.	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.
<b>2</b>	15 min Warm up. Tempo Training. 3 x 6 min runs with 2 min recovery. Record your distance. 15min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15 mins Warm up. Steady Run for 25 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15mins warm up Tempo Training. 2 x 10 Min runs with 2 min recovery. 15mins Cool down. Push Ups 3 sets x 10 reps. Sit Ups 3 sets x 10 reps. Stretch.
<b>3</b>	15 mins Warm up.	15mins warm up	15 mins Warm up.

	Steady Run for 30 Mins. Record your distance. 15 min Cool down. Push Ups 3 sets x 12 reps. Sit Ups 3 sets x 12 reps. Stretch.	Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 3 sets x 15 reps. Sit Ups 3 sets x 15 reps. Stretch.	Steady Run for 2 Miles. Record your time. 15 min Cool down. Push Ups 2 sets x 17 reps. Sit Ups 2 sets x 17 reps. Stretch.
<b>4</b>	15mins warm up Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 2 sets x 20 reps. Sit Ups 2 sets x 20 reps. Stretch.	Pre-Test Rehearsal.  Push Ups-20 Repetitions/1 Min. Sit Ups-20 Repetitions/1 Min. 1.5 mile run-Timed. Males-11 min 40 sec. Females-13 min 10 sec.	Recovery session. Allow sufficient recovery time between this session and your test date.
<b>5.</b>	20 push-ups ( 1 Min) 20 sit-ups (1 Min) 1.5mile run (Males - 11 min 40 sec, Females - 13 min 10 sec)		

## Points to Note

This Programme is a suggested training programme. You are under no obligation to undertake it. You do so at your own risk.

**If you are in any doubt about your fitness levels to undertake this programme, see your Doctor first.**

- a. This programme presupposes a certain level of fitness.
- b. **Step 1**-Invest in proper training equipment particularly a good pair of runners.
- c. **Step 2**-Talk to a Defence Forces PTI (Physical Training Instructor) or a fitness expert. Get them to help you to tailor this generic programme to suit your ability/lifestyle. Get them to help you with your technique with Push ups and Sit Ups. Videos of correct push ups and sit up technique are available online at [www.military.ie](http://www.military.ie)
- d. **Step 3**-Mark out a safe route of 1.5 miles/2.4km.
- e. **Step 4**-Get a stopwatch to time your runs.
- f. **Step 5**-Set your goals.
  - o **Run**-11 min 40 sec Males/13 min 10 sec Females.
  - o **Push Ups**-20 Repetitions in One Minute.
  - o **Sit Ups**-20 Repetitions in One Minute.
- g. **Warm Up**
  - o Warm up properly before every session.
  - o Exercises: Jogging, fast feet, high heels, high knees and high knee skip.
  - o Try to keep warm up specific to the activity you are doing.
- h. **Heart Rate Intensity**: To achieve the required intensity of exercise use the simple formula.
  - o Example.
    - $220 - \text{your age} = 220 - 20 = 200$ .
    - 75% of 200 = 150 Beats per minute.
    - This is your target Heart Rate to improve your Cardio-Vascular Endurance)\*(Required Intensity).
    - Check your HR pre and post exercise.
- i. **Cool Down**:
  - o Just a general reduction in pace to decrease blood flow to the activated muscles.
- j. **Stretching**:
  - o Stretching is very important pre and post exercise.
  - o Stretch all major muscle groups and show particular attention to the muscles that are involved in the activity.
- k. **On the Day**:
  - o Arrive on time at the test centre.
  - o Eat 2/3 Hours prior to the Test.
  - o Bring a snack to the Test Centre to stay refuelled.
  - o STAY HYDRATED. Sip water all day.