

Terms and Conditions Governing the Appointment of Direct Entry Naval Service Officers in 2018

Overview

The Naval Service is based in Haulbowline, Co. Cork. It is a multi-tasked organisation operating a fleet of eight ships. The fleet is equipped with state of the art machinery, weapons, and communications and navigation systems. The Naval Service took delivery of three new Offshore Patrol Vessels, LÉ Samuel Beckett, LÉ James Joyce and LÉ William Butler Yeats, in recent years, with a further vessel to follow in the middle of 2018. All four new ships are of similar specification, which is at the leading edge of marine technology.

Operations Branch

Officers of the Operations Branch of the Naval Service are responsible for the efficient running of the ship. The Operations Branch Officers responsibilities include Bridge Watchkeeping, where they are responsible for the safe navigation of the ship and safety of the ship's company along with the weapons and communications systems onboard. Operations Branch Officers also lead boarding teams in fishery protection and anti drug running boarding operations and are therefore prime leaders and motivators of the ship's company.

Marine Engineering Branch

Officers of the Engineering Branch of the Naval Service are responsible for the hull and structure of the ship, its main engines and all auxiliary machinery. They are responsible for the main electrical generators, the electrical distribution system, air conditioning, ventilation, heating systems as well as all fuel and water systems. They also manage, lead and train personnel onboard ship.

Electrical Engineering Branch

Officers of the Electrical Branch are responsible for the design, procurement, installation and maintenance of a wide range of systems within the Naval Service fleet including: power-generation and distribution, navigation systems, communication systems, weapons systems, hotel and environmental systems. Electrical Engineering Officers are also responsible for Technical training within Naval College Maintenance of NS IT infrastructure Support to the Naval Service Diving Section HR management of military staff.

Important Note:

A person who wishes to apply to be an Officer in the Naval Service should read this document carefully prior to completing the application form. An application should only be submitted if the applicant is satisfied that s/he fulfils all of the governing conditions detailed in this document.

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

Appointments are open to male and female applicants on an equal basis. The Defence Forces is an equal opportunities employer.

CANVASSING WILL DISQUALIFY

1. General Qualifications

A candidate for appointment as an Officer in the Naval Service must at the time of application:

- (a) be a citizen of Ireland or,
be a refugee under the Refugee Act 1996 or,
be a National of an EEA State¹ or the Swiss Confederation, or,
be a National of any other State who is lawfully present in Ireland and
have five (5) years lawful residence here².
- (b) possess the required professional qualifications, as per paragraph 3.
- (c) satisfy the Minister for Defence as to character.
- (d) meet the required minimum standards of medical and physical fitness, as
per paragraph 5.

2. Age Requirements

Candidates must be less than 32 years of age on 31 December in the year of application.

3. Professional Qualifications

Operations Branch

A candidate must possess:

- (a) a Department of Transport, Tourism and Sport Certificate of Competency (Deck Officer) Class
1, 2 or 3 with watchkeeping experience or
- (b) a recognised Naval Watchkeeping Certificate or
- (c) a marine qualification that is deemed by the Minister for Defence to be at least equivalent to
the qualifications at subparagraphs (a) or (b) above.

¹ Member States of the EU, Iceland, Liechtenstein and Norway.

² Having a period of one (1) years continuous residence in the state immediately prior to the closing date of application for appointment as a Naval Service Officer and during the eight (8) years immediately preceding that period have had a total residence in the state amounting to four (4) years. Periods of illegal residence, residence as a student or residence of an asylum seeker do not count in the qualifying period.

Marine Engineering Branch

A candidate must possess:

- (a) a Department of Transport, Tourism and Sport Certificate of Competency (Marine Engineering Officer) Class 1 or 2 with relevant experience.
- (b) a marine qualification that is deemed by the Minister for Defence to be at least equivalent to the qualifications at subparagraph (a) above.

Electrical Engineering Branch

A candidate must possess:

- (a) a recognised Bachelor Degree (Honours) programme at level 8 or higher of the National Framework of Qualifications in either Electrical or Electronic Engineering.
- (b) The Degree at Level 8 must be accredited with Engineers Ireland (EI).
- (c) a marine qualification that is deemed by the Minister for Defence to be at least equivalent to the qualifications at subparagraph (a) above.

4. Medical and Physical Standards

Candidates will be required to undergo a detailed medical and dental examination, which may 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 serious illness likely to interfere with the efficient performance of military duties.

The following are the minimum requirements in respect of:

- (a) **Height**
The minimum height requirement is 157.48cm (5ft 2ins). Physical standards and weight must be in keeping with height and age.
- (b) **Vision**
Eyesight must be surgically untreated and colour vision must be normal. 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. Applicants who have had previous incisional or laser treatment to correct visual acuity may be, excluded from eligibility. This issue is currently under review.

Operations Branch: Vision must be uncorrected and not less than 6/9 in one eye and not less than 6/12 in the other eye with normal night vision.

Engineering Branch: Not less than 6/18 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other.

(d) 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.

(e) Hearing

A good standard of unaided hearing is essential. Candidates will be required to undergo an audiometric test 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 under 25 years of age must be able to hear all measured pure tones up to and including 8 kHz at 20dB in each ear. Candidates aged 25 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

Applications must be made on the official electronic application form available at www.military.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 by the system within 24 hours. If an acknowledgement is not received within 48 hours of applying, candidates should immediately contact the Defence Forces Recruitment Section at: 01 8042556/2555 or Lo-call 1890 426555 or at 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.

6. Competency Based Interview Process

Candidates will be invited to attend a competency based interview where they will be required to demonstrate competency in the following areas:

- Planning and Organising
- Decision Making and Problem Solving
- Working with Others
- Communication
- Leadership and Supervising
- Personal Motivation and Discipline
- Resilience

7. Interview Board

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

- Original documentary evidence of Professional Qualifications
- A Passport sized Photograph (signed on the back)
- An Original copy of Long Form Birth Certificate (photo copies are not acceptable) and
- 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.

8. 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 Section 8 of 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.

9. Expenses

Candidates will liable for all expenses incurred in connection with their participation in the competition, such as those incurred in connection with their attendance at the medical and interview boards.

10. 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.

11. Terms of Appointment

- (a) The successful candidate will be appointed to the rank of Sub-Lieutenant on a short service commission of 3 years, with the opportunity for extension to a commission without limitation as to time, subject to the rank retirement ages as per Defence Force Regulations.
- (b) On completion of 18 months, a Naval Service Officer inducted from this competition may apply for a commission without limitation as to time. This will be subject to continuous satisfactory service and the recommendations of the Flag Officer Commanding the Naval Service and the Chief of Staff. A commission without limitation as to time is subject to the approval of the Government, on the recommendation of the Minister to advise the President to make such an appointment.
- (c) In line with Department of Finance instructions, dated 23 December 2010, starting pay will be at the minimum point of the scale.
- (d) Successful candidates will be expected to take up duty as soon as possible, allowing for reasonable notice to current employer, or reasonable expiry of current contractual obligations, but subject to the overriding requirement to fill the vacancies in the Naval Service.
- (e) Short Service Pay, as follows, will be paid to Officers who have not been granted a commission without limitation as to time:

€6,349.00 on completion of 1st year of service
€6,348.00 on completion of 2nd year of service *
€12,697.00 on completion of 3rd year of service *

**** Short Service Pay for years 2 and 3 will not be paid if the Officer has applied for and has been offered, a commission without limitation as to time.***

12. Pay, Allowances & PRSI

The following are the current annual rates of pay payable to Officers serving in the Operations Branch of the Naval Service, in the rank of Sub Lieutenant and Lieutenant (NS):

Officers Pay Rate 2: Watchkeeping Officers		RATES OF PAY w.e.f. 1 January 2018	
Rank	Point	Personal Pension Contribution (PPC) scale Full PRSI (Class A)	
Sub Lieutenant	1st	€42,511	
	2nd	€43,154	
	3rd	€44,978	
	4th	€46,366	
	5th	€47,878	
	6th	€49,267	
	7th	€50,417	
	8th	€51,440	
	9th	€52,599	
	10th	€53,759	
Lieutenant (NS)	1st	€55,843	
	2nd	€57,051	
	3rd	€58,250	
	4th	€59,454	
	5th	€60,659	
	6th	€61,852	
Maximum Scale Point	7th	€64,465	
1 st LSI	8th	€65,731	
2 nd LSI	9th	€68,072	

The following are the current annual rates of pay payable to Officers serving in the Engineering Branch of the Naval Service, in the rank of Sub Lieutenant and Lieutenant (NS):

Officer Pay Rate 2:		RATES OF PAY	
Marine Engineer Officers & Electrical Engineer Officers		w.e.f. 1 January 2018	
Rank	Point	Personal Pension Contribution (PPC) scale Full PRSI (Class A)	
Sub Lieutenant	1st	€42,511	
	2nd	€43,154	
	3rd	€44,978	
	4th	€46,366	
	5th	€47,878	
	6th	€49,267	
	7th	€50,417	
	8th	€51,440	
	9th	€52,599	
	10th	€53,759	
Lieutenant (NS)	1st	€55,843	
	2nd	€57,051	
	3rd	€58,250	
	4th	€59,454	
	5th	€60,659	
	6th	€61,852	
	7th	€64,465	
	8th	€65,731	
	9th	€68,072	
	10th	€68,072	
Maximum Scale Point	11th	€68,072	
1 st LSI		€68,607	
2 nd LSI		€70,815	

Note: Different rates of pay and allowance will apply where candidates appointed as Officers under this competition are not members of the Single Public Service Pension Scheme.

In addition to salary, a Naval Service Officer is also paid the following:

Military Service Allowance

Military Service Allowance is payable at PPC (Class A PRSI) rate of €5,106 in the rank of Sub Lieutenant.

Military Service Allowance is pensionable.

Patrol Duty Allowance

A Patrol Duty Allowance of €50.32 per day is payable to Naval Service Officers in the rank of Sub Lieutenant for each day spent at sea away from the Naval Base on patrol.

Note: It should also be noted that 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.

All new entrants to the Public Service on or after 6 April 1995, including a person appointed from this competition as a Naval Service Officer, 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 and Annex A.**

Method of Pay

All Defence Forces Officers are paid on a monthly basis by means of electronic funds transfer to a designated financial institution.

13. Promotion

An Officer inducted from this competition may, subject to meeting the stipulated eligibility criteria, compete for future promotion competitions within the Permanent Defence Force, under agreed arrangements between the Department and the Representative Association of Commissioned Officers and in accordance with the provisions of Defence Force Regulations A.15.

14. Uniform

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

Male Officers - €1,324.34

Female Officers - €1,594.79

Note: The conditions governing the payment of this allowance are currently the subject of discussions between Management and Staff representatives, under the Defence Forces Conciliation and Arbitration Scheme and is subject to review and adjustment in accordance with changes applicable as per Government Policy.

15. Occupational Pension

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 **paragraph 11** regarding terms of appointment.

16. Eligibility to Apply

Department of Health and Children Circular 7/2010:

The Department of Health Circular 7/2010 of 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) 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 redundancy scheme also, 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.

17. Courses

In order to ensure that s/he will be competent to carry out the duties of higher rank to which s/he may be promoted, an Officer will be required to undergo such courses as may be laid down from time to time.

In the case of certain courses which are undertaken at public expense an Officer appointed under these conditions may be required to subscribe to an undertaking (or undertakings) that, in the event of his/her leaving the Permanent Defence Force voluntarily 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. Such costs may include pay and allowances paid to him/her 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.

18. Retirement Ages for Officers

At present, the retiring ages for Officers in the PDF are as follows:

Sub Lieutenant	47 years
Lieutenant (NS)	54 years
Lt Commander	58 years
Commander	58 years

Note: The Retirement age of 58 for the rank of Commander specifically applies to full PRSI contributors (Class A) candidates appointed to commissioned rank in the PDF from 6 April 1995.

Note: A Retirement age of 58 years will apply to an Officer holding the rank of Lieutenant (NS) appointed to the Permanent Defence Force on or after 20 December 2016 and posted to an appointment that attracts Rate 2 pay as a Marine Engineer Officers of the Naval Service or as an Electrical Officers of the Naval Service, in accordance with Defence Force Regulations A15.

19. Annual leave

Subject to the exigencies of the service, a Naval Service Officer in the rank of Sub Lieutenant, may be granted 31 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. This may be increased to 43 days leave with full pay if serving afloat. It should be noted that such leave may be granted only during such leave periods as may be laid down from time to time by the Flag Officer Commanding, Naval Service.

It should be noted that this annual leave provision is currently calculated on a 7 day basis. This is currently being reviewed as part of a wider review and standardisation of the number of days of annual leave and holidays 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.

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.

21. 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.

22. Maternity leave

Statutory provisions in relation to Maternity leave apply in the Permanent Defence Force. Officers claiming maternity benefit payments from the Department of 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.

23. Pay and Allowances – Benefit in Kind

Certain pay and allowances, including the provision of medical services in the Defence Forces is 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.

NOTE

THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FORM FROM A PERSON DESIRING TO BE AN OFFICER IN THE NAVAL SERVICE 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 S/HE IS NOT DISQUALIFIED BY LAW FROM BECOMING AN OFFICER OF THE DEFENCE FORCES.

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, INCLUDING FIXED PERIOD PROMOTION, 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.

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

CANVASSING WILL DISQUALIFY

OCCUPATIONAL PENSION BENEFITS

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement gratuity (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 11 (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 will be based on 'career average earnings'. A minimum pension age of 50 applies. That means pension and gratuity (lump sum) will not normally be payable immediately on discharge / retirement unless the person serves to age 50. Where leaving the PDF before age 50, benefits will be preserved 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; and 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 join 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. Maximum retirement benefits accrue over 30 years. Where leaving the PDF before age 50, benefits are not payable immediately but are 'preserved' 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.

(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.

This means that for commissioned officers in that category, i.e., 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), pension and/or gratuity is payable after 5 years' qualifying service for gratuity only, and after 12 years service for pension and gratuity*. 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; and 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; and are insured for modified PRSI (Class C)).

PRSI status, 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. On that basis, their occupational (and/or spouse's) pension are subject to *integration* with the State Social Insurance system in accordance with standard Public Service arrangements. This means that their entitlement to the range of Social Insurance benefits (including the State Pension Contributory) is taken into account when calculating the amount of occupational pension payable. This results in a lower rate of occupational pension than would otherwise be the case. Integration applies to pension and contributions, but not to gratuity.

All successful candidates from this competition will be required to pay appropriate **employee pension contributions** from pay/salary towards their superannuation benefits.

All Public Servants who are in pensionable employment – including members of the PDF – are also liable to pay a **Pension-Related Deduction** (PRD) regardless of the date they join the Public Service. Commonly known as the 'pension levy', this was introduced by Government as part of a package of financial emergency measures. The PRD is separate from the standard employee pension contributions mentioned above. It is not a pension contribution and no additional superannuation benefits are earned as a result of the deduction.

Pension abatement, pension-accrual and declarations etc:

Candidates will be required to declare any pre-existing entitlements to a Public Service pension benefit (whether in payment or preserved) 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.

In addition, if the candidate was previously employed in the Public Service, the 2012 Act also limits the amount of qualifying service, which can be accrued in existing (pre-2013) pension schemes to a maximum of 40 years service across all Public Service employments. This may have implications for any new recruit/appointee who has already acquired pension rights in a previous Public Service employment.