

## **DEFENCE FORCES**

### **TERMS AND CONDITIONS AND GENERAL INFORMATION GOVERNING THE ENLISTMENT OF DIRECT ENTRY AIRCRAFT TECHNICIANS TO THE IRISH AIR CORPS**

**Applications are sought from the following to enlist in the Air Corps as Aircraft Technicians:**

- a. Holders of an EASA Part 66 Cat ‘A’ Aircraft Maintenance License or those who have successfully completed a CAT A course in an approved EASA Part 147 institution.**
- b. Holders of an EASA Part 66 Cat ‘B’ Aircraft Maintenance License or those who have successfully completed a CAT B course in an approved EASA Part 147 institution.**
- c. Holders of a Bachelor of Engineering (Level 7) in Aircraft Systems.**
- d. Holders of a Level 6 Advanced Certificate Craft – Aircraft Technician.**

#### **IMPORTANT**

A person applying for enlistment as a Direct Entry Aircraft Technician in the Air Corps should read these terms and conditions carefully prior to completing the application form. An application form should only be submitted if the applicant is satisfied that they fulfil all of these conditions as detailed. Exceptions to the conditions governing the competition cannot be made in individual circumstances.

**These conditions apply for the 2022 Competition only and will be reviewed in advance of any future competition.**

## **1. GENERAL QUALIFICATIONS**

A candidate must be:

- (i) a citizen of the State or
- (ii) 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
- (iii) be of good character and satisfy any security clearance required AND
- (iv) be proficient in speaking and writing the English language AND
- (v) meet the required minimum standards of medical and physical fitness.

## **2. AGE REQUIREMENTS**

Candidates must be 18 years of age and less than 29 years of age on the closing date for receipt of applications.

## **3. MINIMUM EDUCATIONAL QUALIFICATIONS**

Candidates must have attained the required minimum educational qualifications at the time of entry into the Air Corps. For enlistment as an Aircraft Technician, one of the following is acceptable:

- a. EASA Part 66 Cat 'A' Aircraft Maintenance License or have successfully completed a CAT A course in an approved EASA Part 147 institution.
- b. EASA Part 66 Cat 'B' Aircraft Maintenance License or have successfully completed a CAT B course in an approved EASA Part 147 institution.
- c. Bachelor of Engineering (Level 7) in Aircraft Systems.
- d. Level 6 Advanced Certificate Craft – Aircraft Technician.

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

Candidates must be in good mental and bodily health and free from any physical defect, abnormality, physiological condition or past history of serious illness likely to interfere with the efficient performance of their duties. The following are the minimum physical requirements:

- a. **Height:**  
The minimum height requirement is 157.48 cm. Physical standards and weight must be in keeping with height and age.
- b. **Vision:**  
Colour vision must be normal. Not less than 6/36 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other. 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. *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 under 25 years of age must be able to hear all measured pure tones up to and including 8kHz at 20dB in each ear. Candidates aged 25 and older must be able to hear all measured pure tones up to and including 8kHz 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 FORM

**Candidates must apply online to [www.military.ie](http://www.military.ie)**

Applications for Direct Entry Aircraft Technicians must be made on the official electronic application form available at [www.military.ie](http://www.military.ie). Candidates wishing to undertake the assessment process through Irish must highlight this request in their on-line application.

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.

Closing date for applications is 31 May 2022.

**APPLICANTS CHECKLIST:** Before submitting an application for the Direct Entry Aircraft Technicians recruitment, candidates should ensure that they satisfy the eligibility criteria and have read and accept the governing conditions of this Competition.

## 6. SELECTION PROCEDURE

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

### **Stage 1: Physical Fitness Test**

Candidates will be required to undergo a physical fitness test, which is designed to assess their potential to undergo the rigours of military training. 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 Air Corps Direct Entry Aircraft Technician application. (See Annex 'C' for details of the test and suggested training programme).

## **Stage 2: Interview**

Successful candidates called for interview will be required to produce the following original documents for the Interview Board;

- a. Certificate/s in respect of the minimum educational qualifications mentioned in Paragraph 3 above, which the candidate has completed.
- b. Testimonials from present and/or previous employers, if any.
- c. Proof of experience (log book), if any in the aircraft maintenance field.
- d. Long form Birth Certificate.

The interview is a competency based interview where they will be required to demonstrate competency in a selection of the following areas:

- Teamwork
- Ability to Work Under Pressure
- Technical Aptitude.
- 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 interview will be deemed unsuccessful in the competition. The interview location will be Casement Aerodrome, Baldonnell, Dublin 22.

Candidates may bring to their interview, original drawings, photographs, or other original documentation relating to examinations or other projects which they have completed and are relevant to their application.

## **Stage 3: Medical and physical examinations**

Candidates who are successful at the interview stage will be required to undergo a detailed medical examination, including audiometric test. The medical examination will include the provision of urine and blood samples. This detailed medical examination is part of the selection process and does not imply that a candidate has qualified for enlistment as a Direct Entry Aircraft Technician. As part of the medical examination a candidate will also be required to give full and accurate information on his/her family medical history as requested by the examining Doctor.

A panel will be formed of candidates who are successful at interview and offers of enlistment will be made to a number of candidates, in the order of merit.

## **7. EXPENSES**

A candidate, other than a member of the Defence Forces, is liable for all expenses incurred in connection with his/her attendance for interview, medical examinations or on first reporting for enlistment.

## **8. EMPLOYEE VETTING BY AN GARDA SIOCHANA**

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 the 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. OFFER OF A PLACE**

Following interview, medical and physical examinations and security clearance being obtained, successful candidates high enough on the order of merit will be offered enlistment as a Direct Entry Aircraft Technician. The enlistment of successful candidates 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 enlistment as a Direct Entry Aircraft Technician being forfeited.

## **10. CONDITIONS ON ENLISTMENT**

- a. Direct Entry Aircraft Technicians will hold the rank of Recruit during Recruit Training. They will hold the rank of Private 2\* while undergoing Three Star Training and will be promoted to the rank of Airman/Airwoman (Armn/Arwn) on completion of Three Star training.
- b. As an Armn/Arwn the candidate will undergo 3 weeks of induction training to gain familiarity with Air Corps' technical and airworthiness processes, they will then be

assessed by a Quality Assurance board for grading as an aircraft technician. In granting authorisations and privileges, the Board will consider in detail the Armn/Arwn's previous documented experience and qualifications.

- c. A successful candidate will initially be enlisted for five (5) years permanent service and three (3) years reserve service. On completion of five years permanent service, a member may be permitted to extend the terms of his/her permanent service to nine (9) years and then to twelve (12) years, should they fulfil such criteria 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.
- d. They may then be re-engaged for such a period as will make up a continuous period of twenty-one (21) years' 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.

However, a serving member who enlisted in the Permanent Defence Force on or after 1 January 1994 may, subject to Defence Force Regulations and to meeting certain criteria and conditions, be permitted to continue in service – beyond 21 years - 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. On enlistment, personnel will be required to complete Induction Training (Recruit Training and 3 Star Training). This is full time, robust military training, qualifying candidates to be professional soldiers in the Irish Defence Forces. On completion of this induction training (approx. 6 months), they will be promoted to the rank of Airman/Airwoman. They will then be required to undertake a three-week (approx.) technical training course before being assessed by a Quality Assurance board to be posted to a unit. Depending on prior documented experience, personnel may have to work under supervision for a period as prescribed by Quality Assurance. Nevertheless, all Armn/Arwn will at this stage be classified as either Air Corps Aircraft Technicians (Technician Pay Group 4) or Air Corps Category A Mechanics (Technician Pay Group 3). Personnel may be required to undertake additional courses on the aircraft type in service in the Air Corps prior to commencing technical work. Personnel will be required to subscribe to an undertaking that in the event of his/her leaving the Permanent Defence Force within a specified time of completing such training, s/he will be required to refund the cost of the training to the Minister for Defence.

- f. Personnel of the Permanent Defence Force may at any time be required to serve outside the State.
- g. Aircraft technicians are eligible for promotion through the non-commissioned ranks subject to undergoing such courses as may be laid down from time to time, and meeting the prescribed criteria. While Air Corps Aircraft Technicians are trained to take up technical appointments, promotion in the technical stream cannot currently be guaranteed for Category A qualified personnel. This is currently under review.
- h. In the event of an enlisted person leaving the Permanent Defence Force voluntarily at any time, they will be required to pay such cost for discharge as is specified in Defence Forces Regulations A. 10 (rates may be subject to review and adjustment). If an enlisted person inducted as result of this competition has completed less than 12 months service in the Permanent Defence Force the cost of discharge by purchase will be €300.



## 11. PAY OF AIRCRAFT TECHNICIANS

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 pay rates with effect from 1 February 2022 for Aircraft Technicians:

<b>Pay Rates Direct Entry Aircraft Technicians (All Figures are Per Week)</b>					
<b>Direct Entry Aircraft Technician During Induction Training:</b>	<b>Point*</b>	<b>Rate of Pay w.e.f. 1 February 2022</b>	<b>MSA</b>	<b>Tech Pay Group 4 for Cat B Technicians</b>	<b>Tech Pay Group 3 for Cat A Technicians</b>
Recruit		€433.33	N/A	N/A	N/A
Private - 2 Star		€505.75	N/A	N/A	N/A
Private - 3 Star	1	€524.03	€53.83	€60.96	€45.69
Armnr/Arwrn (during year 1)	2	€524.03	€53.83	€60.96	€45.69
Armnr/Arwrn - 2 <sup>nd</sup> year of service	3	€524.03	€53.83	€60.96	€45.69
Armnr/Arwrn - 3 <sup>rd</sup> year of service	4	€549.52	€142.86	€60.96	€45.69
Armnr/Arwrn - 4 <sup>th</sup> year of service	5	€573.00	€142.86	€60.96	€45.69
Armnr/Arwrn - 5 <sup>th</sup> year of service	6	€592.37	€142.86	€60.96	€45.69
Armnr/Arwrn - 6 <sup>th</sup> year of service	7	€607.21	€142.86	€60.96	€45.69
Armnr/Arwrn - 7 <sup>th</sup> year of service	8	€615.89	€142.86	€60.96	€45.69
Armnr/Arwrn - 8 <sup>th</sup> year of service	9	€653.51	€142.86	€60.96	€45.69

Different rates of pay may apply if immediately prior to enlistment as an aircraft technician, the appointee is a serving member of the Permanent Defence Force.

It should be noted that the rate of remuneration and 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.

### **Method of Payment**

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

## **12. OCCUPATIONAL PENSION ARRANGEMENTS**

Members of the Permanent Defence Force 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 Permanent Defence Force 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**

## **13. 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.

## **14. 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.

## **15. 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.

## **16. HEALTH AND WELFARE**

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

Personnel in the Defence Forces are subject to compulsory random drug testing and personnel failing a drug test are subject to discharge from the Defence Forces.

## **17. COURSES**

In order to ensure that a candidate will be competent to carry out the duties of higher rank to which s/he 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 governing military education and training.

## **18. TERMS OF ENLISTMENT**

Candidates should note that all Permanent Defence Force personnel may be engaged in any appointment within the Permanent Defence Force. While Air Corps Aircraft Technicians are trained to take up technical appointments, it cannot be guaranteed that qualified personnel will be assigned to such technical appointments within establishments, section 10 (g) above refers.

## NOTE

**THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FORM FROM A PERSON DESIRING TO BE A CANDIDATE FOR ENLISTMENT 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 HE/SHE IS 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 INSTRUMENTS AND ANY ERRORS WHICH MAY APPEAR HEREIN ARE SUBJECT TO CORRECTION AT ANY TIME.**

**IN ADDITION, ALL TERMS AND CONDITIONS OUTLINED IN THIS DOCUMENT ARE SUBJECT TO CHANGE UNDER THE DEFENCE FORCES CONCILIATION AND ARBITRATION SCHEME FOR MEMBERS OF THE PERMANENT DEFENCE FORCE AND PUBLIC SERVICE AGREEMENTS AS MAY BE CONCLUDED FROM TIME TO TIME.**

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

### **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.

**These conditions apply to this 2022 competition only and will be reviewed in advance of any future competition.**

## **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.

### **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>.

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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

- 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).
- 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.

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

### **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.

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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.

**(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 dependants) 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.
- **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/2a3969-pension-schemes/> See also Department of Public Expenditure and Reform website <https://singlepensionscheme.gov.ie/for-members/> which gives detailed information on the Single 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 TEST**

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

- a. Aerobic endurance  
Local muscular endurance
  
- b. Components of physical fitness, consisting of body fat assessment, hand grip strength and flexibility.

**FORMAT OF TEST**

**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)

<b>Males</b>	<b>Females</b>
11 mins 40 secs.	13 mins 10 secs.

**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.**

**Body Composition Assessment**

This assesses the candidate’s percentage of body fat. The candidate will be subjected to a body/mass index test. (This is a pass or fail test)

All tests are conducted in sports gear. Candidates are advised to bring the following should they be requested to attend: tracksuit, shorts, singlet/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.**

**Suggested 4 Week Training Programme for Aircraft Technician 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. 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.	15mins Warm up 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.	15 mins Warm up. 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.

- a. This programme presupposes a certain level of fitness. **If in doubt talk to your GP.**
- 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.
    - $220 - \text{your age} = 220 - 20 = 200$ .
    - $75\% \text{ of } 200 = 150 \text{ Beats per minute}$ .
    - 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.
- l. **If you are in any doubt about your fitness levels to undertake this programme, see your Doctor first.**