

## **Terms and Conditions Governing the Appointment of Direct Entry Naval Service Officers in 2020**

### **Overview**

The Naval Service is based in Haulbowline, Co. Cork. It is a multi-tasked organisation operating a fleet of nine ships. The fleet is equipped with state of the art machinery, weapons, and communications and navigation systems. The Naval Service took delivery of four new Offshore Patrol Vessels, LÉ Samuel Beckett, LÉ James Joyce, LÉ William Butler Yeats and George Bernard Shaw in recent years. 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 ships 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 they fulfil 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. At the time of application provide documentary proof that they:
  - are a citizen of Ireland, or
  - have a legal entitlement to reside and work in the State for the period of any such appointment
- b. satisfy the Minister for Defence as to character.
- c. meet the required minimum standards of medical and physical fitness.

## **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.

### **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) a 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**

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.

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.

**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.

**(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.

**(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](http://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 021 4864732 or e-mail [navy.recruitment@defenceforces.ie](mailto:navy.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. Candidates wishing to be assessed through Irish must make this request known to the Defence Forces Recruitment Section.

## **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 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, 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 applied for or been offered a commission without limitation as to time within the period time served during their short term Commission. Officers will be entitled to a once-off payment of Short Service Pay, depending on the total consecutive period served as follows:
  1. €6,349.00 on completion of 1st year of service **or**
  2. €6,348.00 on completion of 2nd year of service \* **or**
  3. €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.*

Short Service Pay, which is non-pensionable, is subject to income tax, PRSI, USC and ASC (see Note 4 in Annex A) in the normal way.

- f. Candidates will be required to undertake compulsory random drug testing throughout their career in the Defence Forces.

## 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):

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<b>Officers Pay Rate 2:</b>		<b>RATES OF PAY</b>		
<b>Watchkeeping</b>		<b>w.e.f. 1 September 2019</b>		
<b>Officers</b>				
<b>Rank</b>	<b>Point</b>	<b>Basis Rate of Pay (Rate 2) Full PRSI (Class A)</b>	<b>Military Service Allowance (MSA)</b>	<b>Total Pay plus MSA</b>
<b>Sub Lieutenant</b>	1st	€43,687	€5,617	€49,304
	2nd	€44,349	€5,617	€49,966
	3rd	€46,223	€5,617	€51,840
	4th	€47,650	€5,617	€53,267
	5th	€49,203	€5,617	€54,820
	6th	€50,631	€5,617	€56,248
	7th	€51,812	€5,617	€57,429
	8th	€52,863	€5,617	€58,480
	9th	€54,055	€5,617	€59,672
	10th	€55,247	€5,617	€60,864
<b>Lieutenant (NS)</b>	1st	€57,388	€5,617	€63,005
	2nd	€58,630	€5,617	€64,247
	3rd	€59,863	€5,617	€65,480
	4th	€61,100	€5,617	€66,717
	5th	€62,338	€5,617	€67,955
	6th	€63,564	€5,617	€69,181
<b>Maximum Scale Point</b>	7th	€66,249	€5,617	€71,866
<b>1<sup>st</sup> LSI</b>		€67,550	€5,617	€73,167
<b>2<sup>nd</sup> LSI</b>		€69,956	€5,617	€75,573

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):

<b>Officer Pay Rate 2 Marine Engineer Officers &amp; Electrical Engineer Officers</b>	<b>RATES OF PAY</b>			
	<b>w.e.f. 1 September 2019</b>			
<b>Rank</b>	<b>Point</b>	<b>Basic Rate of Pay (Rate 2) Full PRSI (Class A)</b>	<b>Military Service Allowance (MSA)</b>	<b>Total Pay plus MSA</b>
<b>Sub Lieutenant</b>	1st	€43,687	€5,617	€49,304
	2nd	€44,349	€5,617	€49,966
	3rd	€46,223	€5,617	€51,840
	4th	€47,650	€5,617	€53,267
	5th	€49,203	€5,617	€54,820
	6th	€50,631	€5,617	€56,248
	7th	€51,812	€5,617	€57,429
	8th	€52,863	€5,617	€58,480
	9th	€54,055	€5,617	€59,672
	10th	€55,247	€5,617	€60,864
<b>Lieutenant (NS)</b>	1st	€57,388	€5,617	€63,005
	2nd	€58,630	€5,617	€64,247
	3rd	€59,863	€5,617	€65,480
	4th	€61,100	€5,617	€66,717
	5th	€62,338	€5,617	€67,955
	6th	€63,564	€5,617	€69,181
	7th	€66,249	€5,617	€71,866
	8th	€67,550	€5,617	€73,167
Maximum Scale point	9th	€69,956	€5,617	€75,573
1 <sup>st</sup> LSI		€70,506	€5,617	€76,123
2 <sup>nd</sup> LSI		€72,775	€5,617	€78,392



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:

### **Patrol Duty Allowance**

A Patrol Duty Allowance of €55.91 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 allowance provided for in the initial year shall be paid on the basis of a submission by the Officer of certified receipts up to but not exceeding the value of the initial allowance to the Finance Branch, Department of Defence, Renmore, Galway. The allowance for the initial uniform is exempt from taxation, while the replenishment allowance paid in subsequent years is subject to taxation under the arrangements in place, currently 40% is taxable and 60% not taxable.

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

## **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**

## Annex A

### RETIREMENT BENEFITS

#### Introduction

- (a) In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single 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 rejoins 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 **Notes 1 and 4 below**.

- 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 the vesting period, payment of your retirement benefits is normally *deferred* to age 68. (Age 68 is the qualifying age for *Contributory State Pension (CSP)* from the Department of Employment Affairs and Social Protection, for anyone born since 1961).
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (c) 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 not available at present.
  - 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 stay 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.

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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. The vesting period under the ‘pre-April 2004’ schemes is 5 years.

- 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.

**(b) '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.**

As indicated in Paragraph 13 above, these 'post-April 2004' pension schemes are 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.

**Summary of main elements of 'post-April 2004' Defence Forces pension schemes:**

- 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).
- Commissioned officers pay a 6.5% employee superannuation contribution, as well as the Additional Superannuation Contribution (ASC) – **see Notes 2 and 4 below**.
- 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 (d) 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>2</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 these ‘post-April 2004’ schemes are revised (indexed) in line with public service pension increase policy.

**(c) The ‘pre-April 2004’ Defence Forces superannuation arrangements apply where a person joining the PDF is not a new entrant as defined under the 2012 Act or 2004 Act (see above).**

- (i) For Commissioned Officers who are new joiners to the Public Service **on or after 6 April 1995 but before April 2004**, to whom PPC<sup>3</sup> pay scales and full PRSI (Class A) apply:
- This is a *defined benefit final salary* scheme.
  - Benefits, which are payable on a *fast accrual* basis immediately on retirement, and regardless of age, are based on retiring rank, qualifying service and other factors such as pensionable pay. There are no deferred benefits.
  - A 6.5% employee superannuation contribution is payable as well as the ASC (**see Notes 3 and 4 below**);
  - A lump sum, but no pension, is payable on retirement with a minimum of 5 years’ qualifying service (*the vesting period*).

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<sup>2</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.

<sup>3</sup> Personal Pension Contribution – see Paragraph 11 above.

- Retirement pension and lump sum are payable immediately after 12 years' qualifying service\*, and regardless of age.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (d) below.
- Maximum pension is payable from 23 – 30 years' service depending on rank, service in rank, overall service etc. Maximum lump sum is payable within 4 years of mandatory retirement age for the rank.

(ii) \*For Commissioned Officers who join the PDF **prior to 6 April 1995**:

- Apart from pension contributions and integration, the same general occupational pension scheme terms apply as for post-6 April 1995 Officers.
- However, pre-6 April 1995 Officers are on non-PPC pay scales. Therefore they do not pay 'main scheme' pension contribution towards retirement pension and lump sum, but pay a 1.5% dependents' benefit contribution as well as the ASC (**see Notes 3 and 4 below**).
- They are insured for modified PRSI (Class C) and their retirement pension (or lump sum) is not subject to integration.

Corresponding provisions to the arrangements at **paragraph (b)** above also apply to the 'pre-April 2004' pension schemes in relation to:

- the '40-year rule';
- transferring retirement benefits from other pre-2013 employments;
- retirement on medical grounds;
- death in service benefits (dependents pensions and death lump sum); and
- pension indexation.

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

New entrants to the Public Service on or after 6 April 1995, including Commissioned Officers in the PDF, 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 (66-68). Integration applies to retirement pension and also to employee contributions, but not to retirement lump sum.

**(e) 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** – The 6.5% contribution for 'post-April 2004' military officers is 3.5% of net pensionable remuneration plus 3.0% of pensionable remuneration.
- **Note 3** – The 6.5% contribution for military officers joining since 6 April 1995 is 3.5% of net pensionable remuneration plus 3.0% of pensionable remuneration. A contribution of 1.5% of pensionable remuneration is payable by 'pre-6 April 1995' officers towards spouses / civil partner's and children's pensions.
- **Note 4** – 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 2019, 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>Fast Accrual members of pre-2013 Public Service Pension Schemes</b>
First €32,000 of pensionable earnings – exempt	First €28,750 of pensionable earnings - exempt
Next €28,000 @ 6.66%	Next €31,250 @ 10%
Balance @ 7%	Balance @ 10.5%

**(f) 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.

**(g) 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.

**(h) Further information:**

Detailed information on Defence Forces pension arrangements can be found on the Department of Defence website at <https://www.defence.ie/what-we-do/defence-forces-pension-information>

Annex 'B' to Terms and Conditions Direct Entry Naval Service Officer 2020

**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.

