



Óglaigh  
na hÉireann  
IRISH DEFENCE FORCES

# CONNECT

Defence Forces Newsletter

www.military.ie

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## MAJOR GENERAL SEÁN CLANCY DCOS SUPPORT

I joined the Defence Forces as a Cadet in 1984. During my career, I have served in operational, support, command and strategic functions. Some of my key roles have included Chief of Air Staff Support and Director of Strategic Planning Branch. My main operational experience was in the areas Search & Rescue and Military Support, which culminated in my appointment as Wing Commander, of No 3 Operations Wing, which is the helicopter unit of the Defence Forces. In addition, I served overseas with the European Union Force in Bosnia as the military advisor to the Force Commander and spent two years as a non-permanent member of SHIRBRIG, the UN standby Brigade. I am married to my wife Caroline and we have three children.

My previous appointment before my recent promotion was as General Officer Commanding Air Corps, which held the rank of Brigadier General. That appointment was a challenging and immensely rewarding experience. To me, this appointment represented the pinnacle of my military aviation career and it was a tremendous honour to have been able to lead the men and women of the Irish Air Corps.

I was appointed as the Deputy Chief Of Staff (Support) on 3 April 2019. I consider myself very privileged to hold the position of Deputy Chief Of Staff (Support) and I am very conscious of my duty to fulfil the roles and responsibilities associated with this appointment.

As GOC Air Corps and regulator of military aviation, I was very much involved in the tactical/operational activity of the Air Corps on a day-to-day basis. In my new role, I have a much wider range of responsibilities from the Human Resource Management, Logistics, Ordnance and Engineers right through to the Chaplaincy. The collective supporting branches of the Defence Forces are led by a very strong team of Directors and subject matter experts who work tirelessly towards supporting delivery of the strong operational output of Óglaigh na hÉireann but in particular supporting our personnel, both at home and overseas. Deputy Chief Of Staff (Support) is not about one person, it is about enabling each of the Directors and their staffs to support our mission and deliver on the tasks that government assign to the Defence Forces. The support element from my perspective is in one sense the centre of gravity for the Defence Forces as each element has to function in order for our operational end, our capability delivery and our outputs to succeed and for our overall mission as an organisation to succeed on land, sea and in the air.

Presently there are a number of challenges facing the

Defence Forces, retention being the most clear and present. We have an unacceptably high rate of turnover that in itself is putting pressure on our recruitment capacity and overall resources, which in turn is challenging our capability delivery. This rate of turnover weakens our ability to do appropriate

work force or 'people' planning and the loss of our experienced people dilutes our capacity to plan for medium term sustainment. This is one of the most challenging aspects of my job, not just for me as Deputy Chief Of Staff (Support) but also for the whole of the General Staff.

Over the last decade we have witnessed a major change to our security environment, which has led to the demands for new capabilities and flexible delivery of outputs. The time has arrived to review our CS4 in response to these demands.

Additionally, we all work, train and operate in a high-risk environment, we must acknowledge that mistakes occur; our goal must be to reduce these mistakes to the lowest possible level. To do this we must instil a 'No Blame' or 'Just Culture' within Óglaigh na hÉireann where anyone who makes a mistake should treat it as a free lesson for others, where it will help prevent future mistakes and build a growth environment.

I look forward to the challenges of this job and making a positive contribution in serving the soldiers, sailors and aircrew of Óglaigh na hÉireann.



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[STRENGTHEN THE NATION]

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## PSPC REPORT KEY POINTS

An Coimisiún um Pá  
na Seirbhíse Poiblí

PUBLIC SERVICE  
PAY COMMISSION

- Military Service Allowance (MSA): 10% increase in MSA for all ranks
  - Enlisted Ranks: Increase of €602 - €676 per annum. For Ptes with less than 3yrs service – Increase of €350 per annum
  - Officer Ranks: Increases of €473 - €505 per annum
- Premium rates for the weekend duties are restored (i.e. SDA/MESA/Hosp GD/ACA etc, decision exclusive to DF). For example, SDA for;
  - Enlisted Pre-2013; €52.88 Weekday, €79.35 for Sat and €105.79 for Sun/BH
  - Enlisted Post-2013; €55.66 Weekday, €83.52 for Sat and €111.35 for Sun/BH
  - Officers; €53.77 Weekday, €80.75 for Sat and €107.65 for Sun/BH
- Other military allowances rates (Overseas/PDA/Portlaoise/ACA/ MESA etc.) are restored to 2013 levels (i.e. a 10% restoration, decision exclusive to DF). For example;
  - O/Seas (OAPSA) will increase to:
    - €84.85 daily for Ptes.
    - €87.02 daily for Cpls.
    - €89.21 daily for Sgts and above.
    - €105 daily for Cpts and lower.
    - €113 daily for Comdts and above.
  - PDA for Ns personnel is restored to:
    - €53.33 daily for Pre-2013 enlisted pers. (Cadets Post 2013)
    - €56.14 daily for Post-2013 enlisted pers.
    - €55.91 daily for Officers
  - Portlaoise Prison Duty is restored to:
    - €79.35 daily for Pre-2013 enlisted pers.
    - €83.52 daily for Post-2013 enlisted pers.
    - €80.75 daily for Officers
- Service Compensation Scheme for AC pilots is to be reinstated.
- A Review of Tech 2-6 rates is to be prioritised immediately
- An examination of core pay will take place later this year or early in 2020 (PhaseII). The PSPC has acknowledged that the DF have unique retention challenges in comparison with other public service sectors (this is important for next phase negotiations on core pay rates).

*The full report of the PSPC report can be viewed on the following web address on the Internet:  
<https://paycommission.gov.ie/publications>*

## CONTINUANCE IN SERVICE – POST 1994 PERSONNEL

Following discussions between the Department of Defence and PDFORRA, the following issues pertaining to Personnel who enlisted Post 1994 have been agreed through the compilation of a Conciliation Council Report:

1. A review of the contract terms for all personnel who enlisted since 1994 is to be undertaken.
2. Line Privates, Privates in receipt of Technician Pay Groups 1 & 2 and Corporals are to be permitted to remain in service until 31st December 2022, providing they do not reach the age of 50 (unless they have acquired contractual rights already) and they meet the criteria necessary for Continuance in Service.
3. This negotiated agreement – to allow personnel to serve until the end of 2022 – permits a detailed study to be undertaken of the appropriateness of current contractual terms for all personnel. For the avoidance of doubt, the Departmental side have confirmed that it is not their intention to alter negatively the Terms and Conditions of presently serving personnel.
4. PDFORRA retain the entitlement to undertake adjudication/arbitration following publication of the results of the study undertaken under Para 40(a) of the White Paper.
5. Contemporaneous with the foregoing, PDFORRA has sought the elongation of the service limits for Sergeants, or equivalent rank.
6. This measure will give some degree of security of tenure to personnel who enlisted since 1994. Additionally, it increases the gratuity payments and pension entitlements of personnel who choose to remain in service. For example: 3 additional years of service, from 21 years to 24 years would see a member's gratuity payment increase from 25 weeks to 37 weeks – just short of a 50% increase.

Information taken from PDFORRA 'Information Circular No 10/2019'



## NAVY BOXING

**B**oxing had been very successful in the Navy, but over the years the interest has faded away. Recently a group of us got together with the intention of starting up a boxing team. The interest was slow initially but when word got around that we were holding training sessions weekly our numbers grew. Now we have approx 15 boxers MALE/FEMALE ranging from novice to advance novice, all at different fitness levels. Training is conducted in the base gym for shore based personnel. As for our sea-going personnel, training can be challenging due to weather conditions and operational tasks. This requires good motivation to find the time to work on our physical fitness and boxing skills whilst at sea. We recently received good sup-

port with the acquisition of four new punch bags, focus mitts and gloves. We also travel to Collins Barracks to train and conduct sparring sessions with our army comrades. The intention for the immediate future is to participate in Defence Force tournaments, with a long term goal of establishing a strong Navy Boxing team, all while maintaining a high level of interest among all Naval personnel. *Picture: Former WBO International and Intercontinental Middleweight champion Gary "Spike" O'Sullivan with some members of the Navy Boxing team.*

### REFUND OF MOTOR TAX MEMBERS PROCEEDING OVERSEAS

It is possible in certain circumstances to claim a refund of motor tax. Your application for a refund should be made directly to your local motor tax office on Form RF120.

Circumstances where you may claim a refund of motor tax include:

- The vehicle has been scrapped/destroyed or sent permanently out of the State
- The vehicle has been stolen and has not been recovered by the owner
- The vehicle has not been taken out or used in a public place at any time since the issue of the current disc
- The owner of the vehicle has ceased, because of illness, injury or other physical disability, to use the vehicle
- The owner of the vehicle has ceased, because of absence from the state for business or educational purposes, to use the vehicle
- The owner of the vehicle has ceased, because of service overseas with the Defence Forces, to use the vehicle

Tax discs must be surrendered immediately as refunds are generally calculated from the first of the month following the surrender of the disc. A minimum of three unexpired whole calendar months must be left on the disc when surrendered.

Further information can be found on:  
<http://www.citizensinformation.ie>

Information taken from PDFORRA 'Information Circular No 06/2019'

### NEW TARGETRY SYSTEM IN GLEN OF IMAAL

**T**he Glen of Imaal have recently updated their targetry systems for LFTT exercises. The equipment was bought from Theissen Training systems, which is based in Belgium.

There are 23 targets available for use consisting of 20 stationary infantry targets, which can be maneuvered by a single person, 2 moving infantry targets and 1 moving armour target both of which are mounted on pre designated rail systems. All targets are radio controlled by a 'Range Control Tablet', which has the ability to tell the user how many hits individual targets are getting. Locations for use vary depending on the type of targets needed for an exercise with 5 stationary infantry targets each in Stranahely Field, Old Mill Hill, Ballyvaghan and the Lateral Road. The 2 moving infantry targets are based in Ballyvaghan and the Lateral Road. The moving armour target is based on the Anti Armour range.

**If you want to book any of the locations for an LFTT exercise using these new systems contact the staff in Coolmoney Camp for further information @ ext. 5762 (Targetry Stores) or ext. 5750 (Admin Ops)**





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## Sudoku Competition



**LAST ISSUES' WINNER WAS: IAN TRIMBLE, NSR, CATHAL BRUGHBA BKS. Please contact Sgt Karl Byrne at [connect@military.ie](mailto:connect@military.ie) to claim your prize**

To be in with a chance of winning a Defence Forces Cross Pen:

- 1) Complete the 9x9 grid so that each column, each row, and each of the nine 3x3 boxes contains the digits from 1 to 9.
- 2) Fill in your details.
- 3) Post it in by '20 September 2019 to: Sudoku, Connect, DFHQ, Block 5, Ceannt Bks, Curragh Camp, Co. Kildare.

6					2			
	9		7	2	5			
3			4					8
1	7	4	3	8				
5								1
				9	5	8	7	4
9					8			6
		6		1	4		8	
		8						2

Name: \_\_\_\_\_

Unit Address: \_\_\_\_\_

Email: \_\_\_\_\_

## CONVENING ORDER TO REVIEW CS4

On the 14 June the COS ordered the convening of a working group to examine and review the suitability of the current Defence Forces establishment table (CS4). Since the Re-Organisation of the DF in 2012, submissions have been received from all formations, Corps, Branches regarding additional appointments to their respective establishments. A detailed examination of these submissions is now required.

This Working Group will rationalise submissions made to date and revert to the General Staff on the basis of the three potential establishments as follows, with each COA assuming an induction Trg ECF of 500 personnel:

- a. COA 1\*: 9500 all ranks, all services.
- b. COA 2\*: 10,000 all ranks, all services.
- c. COA 3\*: 10,500 all ranks, all services.

The COS has asked the working group to review and consider clarifying with all stakeholders of submissions made to date to include proposals for head count reduction where capability is no longer required or may be reduced.

The rationalisation of all submissions against a backdrop of *inter alia*:

1. ECF linkage with Whole Time Equivalents.
2. +500 personnel in training
3. Impact of White Paper Projects
4. Lessons Learned from 2012 Reorg
5. Changing security landscape e.g. BREXIT, terrorism, espionage and cyber.

Also the working group will consult General Staff / Flag Officers to establish their priorities, e.g. within DFHQ Divisions and Formations. And subject to GS direction and planning guidance at that brief BPT:

1. Engage with DOD stakeholders as decided.
2. Integrate with Civil Military Working Group reviewing Tech Pay
3. Ultimately, in accordance with DF formations and branches, prepare detailed draft amendments to CS4 for the General Staff's consideration
4. Report on any other matters considered relevant for the completion of their work

In pursuit of its findings, the review group may, without prejudice to the generality of the terms of reference, take into account in its deliberations all relevant current and anticipated environmental and other factors. The working group will submit a final report to the COS on 01 Sep 2019 and be prepared to brief the General Staff early in Sep 2019.

[STRENGTHEN THE NATION]