

## **INFORMATION AND RULES**

### **CADETSHIPS IN THE DEFENCE FORCES**

This booklet is divided into two parts. **Part I** details the governing conditions, rules and qualifications required for the award of cadetships in the Defence Forces. **Part II** contains general information on the various cadetships on offer, together with details of pay and conditions of cadets and officers. Cadetships may be available in the:

ARMY (Line)

AIR CORPS (Pilots)

NAVAL SERVICE (Operations Branch and Engineer Branch)

THERE IS NO ARMY EQUITATION CADETSHIP COMPETITION IN 2010

### **GRADUATES - SCHOOL LEAVERS - SERVING PERSONNEL**

#### **IMPORTANT:**

A person who wishes to apply for a cadetship in the Defence Forces should read this booklet carefully prior to completing the application form. An application should only be submitted if the applicant is satisfied that he/she fulfils all of the governing conditions detailed in this booklet.

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

All of the cadetships are open to male and female applicants on an equal basis.

## **CANVASSING WILL DISQUALIFY**

### **PART I**

## **CONDITIONS GOVERNING THE AWARD OF CADETSHIPS IN THE DEFENCE FORCES**

### **1. GENERAL QUALIFICATIONS**

A candidate for a cadetship must:

- a. At the time of application,
  - (1) Be a citizen of Ireland or,
  - (2) Be a refugee under the Refugee Act 1996 or,
  - (3) Be Nationals of EEA States<sup>1</sup> or the Swiss Confederation or
  - (4) Be Nationals of any other State who are lawfully present in Ireland and have five (5) years lawful residence here<sup>2</sup>.
- b. Satisfy the Minister for Defence as to character,
- c. Be not less than 17 years of age and under 28 years of age on 1 December, in the competition year.

### **2. MINIMUM EDUCATIONAL QUALIFICATIONS**

- a. **School Leavers** must possess a minimum of Grade C3 in 3 Higher Level papers and Grade D3 in 3 Ordinary/Higher level papers, in a single sitting of the Leaving Certificate Examination. Leaving Certificate Applied does not qualify for this competition.

Each candidate for Army (Line) must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics
- (2) Irish. (NUI Matriculation exemptions apply)
- (3) English. (Candidates whose first language is not English must satisfy the English language requirements in accordance with the NUI Matriculations Regulations.
- (4) Third language (accepted for NUI Matriculation Registration purposes. NUI matriculation exemptions apply).
- (5) Any two Matriculation subjects not already selected.

Each candidate for Naval Service Cadetships must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics

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<sup>1</sup> Member States of the EU, Iceland, Liechtenstein, Norway and Switzerland.

<sup>2</sup> Having a period of one (1) years continuous residence in the state immediately prior to the closing date of application for a Cadetship in the year of competition 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 or residence of an asylum seeker do not count in the qualifying period.

- (2) Irish. (NUI Matriculation exemptions apply)
- (3) English. (Candidates whose first language is not English must satisfy the English language requirements in accordance with the NUI Matriculations Regulations).
- (4) Any three Matriculation subjects not already selected.

**a. Graduates** must possess as a minimum Grade D3 in the following Ordinary/Higher level subjects

- (1) Mathematics
- (2) Irish or English
- (3) Any four Matriculation subjects not already selected.

**AND**

Must have obtained a recognised degree i.e. a Third Level Degree awarded up to the end of 2004. With effect from 2005 have successfully completed an Honours Bachelor Degree programme at pass or honours level (level 8 of the National Framework of Qualifications),

**OR**

For Naval Service Cadetships hold a Diploma with merit or distinction (from a recognised institution) in Nautical Science or Marine Engineering for Operations Branch and Engineering Branch Cadetships respectively as awarded to the end of 2004, or with effect from 2005, have successfully completed an ordinary degree course (level 7 of the National Framework of Qualifications) (from a recognised institution) in Nautical Science or Marine Engineering for Operations Branch and Engineering Branch Cadetships respectively.

**PLEASE NOTE:**

Applications for all categories of cadetships are invited from persons who have applied to sit for examinations in the competition year as will enable them to satisfy the minimum educational qualifications criteria as specified in a, or b above.

**NOTE**

**Further information on matriculation is available on [www.nui.ie](http://www.nui.ie). Candidates must provide documentary proof from the National University of Ireland at Stage 1 of the selection procedure for any educational exemptions**

### 3. 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 his/her duties.

The following are the minimum physical requirements:

	<b>Army (Line), Equitation School</b>	<b>Air Corps (Pilots)</b>	<b>Naval Service</b>
<b>a. Height</b> The height of candidates will be established at the Medical Phase of the Competition. Weight and chest measurements must be in keeping with height and age.	<b>Min. height</b> 157.48cm	<b>Min. height</b> 157.48cm <b>Max. height</b> 187.96cm and complying with paragraph e. below.	<b>Min. height</b> 157.48cm
<b>b. Vision</b> 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 are excluded from eligibility.	Vision must be not less than 6/18 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other.	Vision must be uncorrected and not less than 6/9 in each eye with normal night vision.	<b>Operations Branch:</b> 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. <b>Engineering Branch:</b> 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.

#### d. 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 levels, at low and high frequencies, in each ear must be less than the age related warning levels contained in the "Guidelines on Hearing Checks and Audiometry" issued by the Health and Safety Authority, and,
- (2) Candidates under 25 years of age must be able to hear all measured pure tones up to and including 8kHz at 20 dB in each ear and candidates aged over 25 years and older must be able to hear all measured pure tones up to and including 8kHz at 25 dB in each ear. Candidates must also be free from acute or chronic ear disorders.

**Candidates are advised to avoid all sources of loud noise or music for a period of 48 hours prior to this audiometric test, as exposure to such noise may adversely affect the results of the test.**

- e. Candidates for Air Corps Pilot cadetships must also be within the following limits:

(1) Functional Reach Back of scapula to distal margin of flexed thumb	<b>Min</b> 736mm	<b>Max</b> 920mm
(2) Sitting eye height Seat to ectocanthus of eye	730mm	896mm
(3) Buttock knee length Rear of buttock to front of patella	545mm	690mm
(4) Sitting knee height Base of heel to top of knee	490mm	653mm
(5) Weight N.B. Cadets must remain within this weight band during flight training	51 kgs	117 kgs

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

#### **4. APPLICATION FOR CADETSHIP**

Applications for cadetships must be made on the official electronic application form available at [www.military.ie](http://www.military.ie). Candidates are required to bring two passport sized photographs (signed on the back) and an original copy of Long Form Birth Certificate for verification of date of birth (photo copies are not acceptable) to Stage 1.

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

#### **5. SELECTION PROCEDURE**

Stage 1 will commence in Dublin, date and venue to be decided. The subsequent stages of the selection procedure will follow. Candidates, if selected, will be required to attend for the various stages of the selection procedure on the dates and times notified. Candidates who fail to attend for any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

##### **a. Stage 1 – Job Simulation Exercise and Aptitude Tests**

- (1) Stage 1 of the selection procedure involves tests that measure a range of skills and qualities that are necessary in the job. These tests provide a consistent and suitable way of screening candidates at the initial stage of the selection campaign. These tests are designed to identify the most suitable people to go forward to the next stage of the Cadetship Competition. The tests have been designed so that they are fair to all applicants and are objectively scored.
- (2) Candidates called to Stage 1 of the competition will be supplied with a Cadetship Familiarisation Booklet to introduce them to the format of the tests which they will take in Stage 1.

- (3) Candidates should make themselves available on the date (s) specified by the Defence Forces and should make sure that the contact details specified on the application are correct.

**Note. Success at stage 1 entitles a candidate to proceed to the next stage of the selection process.**

**b. Stage 2 - Physical Fitness Test / Personality Questionnaire /Group Assessment / Realistic Job Review**

**(1) The Assessment Phase.**

Army candidates who are successful at Stage 1 will be required to attend at the Curragh, Co. Kildare for the Assessment Phase (overnight duration) of the Competition. The Assessment Phase will include a physical fitness test and the completion of a personality questionnaire. They will also be required to participate in a group assessment. The Realistic Job Preview involves a familiarisation visit to the Cadet School at the Military College, Curragh, Co. Kildare and informal interaction with instructional staff and Cadets. All components will be conducted on the one occasion.

Naval Service candidates will attend the Assessment Phase and Interview at the Naval Base, Haulbowline, Cork. The Assessment Phase will include a physical fitness test and the completion of a personality questionnaire, followed by Interview. They will also be required to participate in a group assessment. The Realistic Job Preview involves a familiarisation visit to the Naval College, Haulbowline, Cork and informal interaction with instructional staff and Cadets. All components will be conducted on the one occasion.

**(2) The Physical Fitness Test.**

In order to qualify for a Cadetship, 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. (See Annex 'A' for details of the test and suggested training programme).

**(3) Physical Fitness Test / Psychometric Tests /Group Assessment.**

If a candidate fails to meet minimum standards of the Physical Fitness Test, the Psychometric Tests and the Group Assessment Test, he/she will not be permitted to proceed to the next stage of the competition.

**c. Stage 3 - The Interview, Army**

The successful candidates will be able to display competence in the following areas:

<b>Area</b>	<b>What the candidate will have to display</b>
Planning and organising	The ability to plan, prioritise and organise people and other resources.
Decision making and problem solving	An ability to carefully analyse problems, in order to generate appropriate solutions. A preparedness to stand by a decision and to accept responsibility for its consequences.
Information handling	The aptitude for absorbing information; to be able to identify relevant information.
Working with others	An aptitude for working within a team environment; to be supportive of others.
Communication	Clear, concise and effective communication skills.
Leadership and supervising	The ability and motivation to take responsibility for others; to co-ordinate and to delegate to others.
Personal motivation and discipline	A commitment to the Army as a career. An ability to act on own initiative.
Resilience	Calmness when faced with conflicting demands and when working under pressure.
Physical capacity	To meet the standards set for the Army Cadet.

The information will be gathered from aptitude tests, a personality questionnaire, group assessment and a structured interview. In the structured interview (also known as a competency based interview) candidates will be asked to give examples from their own experiences of life (school, hobbies, work, pastimes etc.) to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Final Interview will be deemed unsuccessful in the competition.

**d. Stage 3. - The Interview, Air Corps**

The successful candidates will be able to display competence in the following areas:

<b>Area</b>	<b>What the candidate will have to display</b>
Technical aptitude	The ability to absorb technical knowledge, a preference for the technical sphere of career development.
Leadership and responsibility	The ability and motivation to take responsibility for others, assertiveness, decisiveness, self-confidence, self-critical.
Motivation	An interest in, knowledge of, and commitment to military aviation as a career, a self-starter with drive, achievement orientated who maximises opportunities.
Maturity	Commonsense for his/her age, the social maturity to sustain studies and absence from home.
High stress tolerance	The ability to think and act under pressure, to be emotionally stable.
Team player	A commitment to be flexible, outgoing, receptive to ideas, cooperative, reliable and the ability to work well with others.
Communication/Interpersonal skills	Confidence, self-assurance without arrogance, clear, concise and effective communication skills.

The information will be gathered from aptitude tests, a personality questionnaire, group assessment, a test of psychomotor skills, an assessment by a clinical psychologist and a structured interview.

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

**e. Stage 3 - The Interview, Naval Service**

The successful candidates will be able to display competence in the following areas:

<b>Area</b>	<b>What the candidate will have to display</b>
Leadership	The ability to commit to a decision and to be able to delegate to others.
Problem Solving	The ability to analyse information, and to use it to make sound judgements based on relevant information.
Initiative and drive	To be committed to the Naval Service as a career. The ability to take responsibility for own actions and to make decisions without referring to others.
Information handling	The ability to absorb information and to be able to identify relevant information.
Team working	The ability to develop effective and supportive relationships with others.
Resilience	Calmness when faced with conflicting demands and when working under pressure.
Planning and organising	The ability to plan, prioritise and organise people and other resources.
Listening and articulation	The ability to be a good listener. The ability to talk confidently, whilst holding others attention.
Willingness to learn	The desire to improve themselves through academic and practical means.
Physical capacity	To meet the standards set for the Naval Service cadet.

(1) The information will be gathered from aptitude tests, a personality questionnaire, group assessment and a structured interview. In the structured interview (also known as a competency based interview) candidates will be asked to give examples from their own experiences of life (school, hobbies, work, pastimes etc.) to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Final Interview will be deemed unsuccessful in the competition.

(2) Candidates who wish to have their capability to communicate effectively in both Irish and English taken into account may undergo a separate oral test in the language in which the final interview is not conducted. In determining the order of merit, a bonus of 6% of the total marks available at the final interview will be awarded to candidates who have shown themselves to be proficient in both Irish and English.

(3) Candidates who are members of the Defence Forces and who satisfy the requirements at paragraph 8(a) or 8(c). of these conditions will receive a % bonus mark of the total marks available at the final interview (subject to certain service as outlined in paragraph 8). These bonus marks are as follows;

Serving NCO in the Permanent Defence Force	8%
Serving Private in the Permanent Defence Force	6%
Serving Officers & NCO in the Reserve Defence Force	3%

- (4) All candidates who are holders of a Third Level Degree i.e. a Third Level Degree awarded up to the end of 2004 or with effect from 2005 have successfully completed an Honours Bachelor Degree programme at pass or honours level (level 8 of the National Framework of Qualifications) will receive a bonus of 10% available at the Final Interview.
- (5) Naval Service candidates who are holders of a Diploma with merit or distinction (from a recognised institution) in Nautical Science or Marine Engineering for Operations Branch and Engineering Branch Cadetships respectively as awarded to the end of 2004, or with effect from 2005, have successfully completed an ordinary degree course (level 7 of the National Framework of Qualifications) (from a recognised institution) in Nautical Science or Marine Engineering for Operations Branch and Engineering Branch Cadetships respectively, will receive a bonus of 10% available at the Final Interview.
- (6) Candidates cannot qualify for more than one bonus of the total marks available at the final interview.
- (7) **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 that, pursuant to Section 8 of the Data Protection Act, 1988, will authorise the Garda Síochána to furnish to the Defence Forces either, a statement that there are no convictions recorded against a candidate, or a statement of convictions, as the case may be. In the case of candidates under 18 years of age, his/her parent or guardian shall be required to complete the Consent Form.

f. **Medical and Physical Examinations**

A panel will be formed from Candidates who are successful at interview. Candidates on this panel will be required to undergo and pass a detailed medical examination, which includes an audiometric test and x-rays (See also paragraph 6 below).

Candidates are required to pass the medical examination on the date of examination in order to qualify for a position on a panel from which those placed high enough and meeting all eligibility requirements will be selected for an offer of a Cadetship. NOTE: not all candidates called for medical examination will be offered a position. Candidates will not be afforded the opportunity to have medical conditions rectified or to undergo a further medical examination. Medical fitness will not be confirmed until the results of all tests are available to the Medical Officer.

6. **AWARD OF CADETSHIPS**

The Minister for Defence, whose decision is final, awards cadetships to successful candidates. The award of cadetships will be subject to successful candidates passing a pre-enlistment medical examination that is in addition to the detailed medical examination at paragraph 5c & 5d above.

A candidate who is awarded a cadetship must report for enlistment at the required time and place. Failure to report for enlistment will result in the cadetship being forfeited.

**7. EXPENSES**

Candidates other than a member of the Permanent Defence Force are liable for all expenses incurred in connection with his/her participation in the cadetship competition and on reporting for enlistment.

**8. PROVISIONS FOR CERTAIN MEMBERS OF THE DEFENCE FORCES**

The following personnel of the Defence Forces will be eligible for the award of additional marks as specified in paragraph 5 d. (3) of these conditions:

- a. Members of the Permanent Defence Force who are serving on the date of commencement of interviews by the Final Interview Board.
- b. Before entering upon the prescribed course of cadet training, successful candidates who are non-commissioned officers of the Permanent Defence Force will revert to the rank of Private Three Star. See Annex 'B', Para 1 (Pay and Allowances) of this booklet.
- c. Members of the Army Reserve or the Naval Reserve who have been on the effective strength of their units from 1 January, of the year previous to the competition year, and who continue to remain on such effective strength up to the date of commencement of interviews by the Final Interview Board, and who have either:
  - (1) Completed a course(s) of training or instruction amounting to a minimum total period of seven days, as prescribed in paragraph 40 of Defence Force Regulations R.5 or
  - (2) Been employed on security duties amounting to a period of at least seven days, as prescribed in paragraph 41 of Defence Force Regulations R.5.
- d. Successful candidates who are members of the Reserve Defence Force must, before entering upon the prescribed course of cadet training, tender the resignation of their commissions if they are officers or be discharged from the Reserve Defence Force if they are non-commissioned personnel.

**9. TERMS OF ENLISTMENT**

Candidates to whom cadetships have been awarded, except for candidates who are already serving in the Permanent Defence Force, are enlisted as a private for general service for the duration of the Cadetship.

**10. OVERSEAS SERVICE**

All Defence Forces personnel may, under the terms of the Defence Amendment Act 1993, be required to serve overseas.

**11. WITHDRAWAL OF CADETSHIP**

A cadetship will be withdrawn from a cadet if:

- a. On completion of the course of training, he/she does not qualify for nomination for appointment to be an officer and is not required to extend training; or

- b. He/she fails to show satisfactory progress at any time during the course of training or fails to develop the qualities requisite for the satisfactory completion of the course or if his/her conduct or service is unsatisfactory; or
- c. As a result of examination by an Army Medical Board, he/she is, at any time, found to be in a medical category lower than that prescribed; or
- d. At his/her own written request.

A cadet from whom a cadetship has been withdrawn (except as a result of c. above) will, if he/she was a member of the Permanent Defence Force before being awarded the cadetship, be permitted to revert to his/her previous service engagement, or be discharged from the Permanent Defence Force.

## **Part II**

### **CADETSHIPS IN THE DEFENCE FORCES**

#### **12. THE ROLES OF THE DEFENCE FORCES**

The roles of the Defence Forces, as approved by the Government are:

- To defend the State against armed aggression; this being a contingency, preparations for its implementation will depend on ongoing Government assessment of the security and defence environment;
- To aid the Civil Power (meaning in practice to assist, when requested, the Garda Síochána, who have primary responsibility for law and order, including the protection of the internal security of the state);
- To participate in multinational peace support, crisis management and humanitarian relief operations in support of the United Nations and UN mandate, including regional security missions authorised by the UN;
- To provide a fishery protection service in accordance with the State's obligations as a member of the European Union;
- To carry out such other duties as may be assigned to them from time to time, e.g. search and rescue, air ambulance service, Ministerial air transport service, assistance on the occasion of natural or other disasters, assistance in connection with the maintenance of essential services and assistance in combating oil pollution at sea.

The Defence Forces have a proud record of participation in Peacekeeping Missions and members of the Defence Forces are currently serving with approximately fifteen missions throughout the world.

#### **13. THE ARMY**

The army is divided into three territorial Brigade areas, 1 Southern Brigade, 2 Eastern Brigade, and 4 Western Brigade for operational and administrative reasons. Each Brigade Area has a Permanent Defence Force Brigade into which various Infantry and supporting arms units are integrated. In addition to the three territorial Brigade areas, the Defence Forces also maintains the Defence Forces Training Centre (DFTC) at the Curragh Camp in which the principal training installations and logistical support units are based. The nine Army Corps are as follows: the Infantry Corps, Artillery Corps, Cavalry Corps, Engineer Corps, Communications and Information Services Corps, Transport Corps, Military Police Corps, Medical Corps and Ordnance Corps. Each Corps has a designated military task, the specialised nature of which offers the young officer the opportunity of a career in a particular sphere.

The Army has at its disposal a wide array of modern equipment and weaponry ranging from modern armoured personnel carriers to the personal weapon of the Irish soldier - the 5.56mm Steyr rifle.

#### **14. The Army Cadet (Line Officers)**

The purpose of cadet training is to develop character and leadership skills and instil a sense of duty and responsibility in the cadets. To benefit from that training, which is

conducted in an environment of strict discipline, the cadet needs mental acuity and physical agility.

The course of training in the Cadet School, Military College, DFTC, Curragh Camp is of approximately fifteen months duration for all applicants. During this time the cadet is instructed in leadership, weapons handling (to instructor level), tactics (conventional, internal security and counter-insurgency), arms and foot drill, military engineering, human resource management, communications skills, military law and academic studies which include Irish and military history, politics and economics. Cadets are required to take an active interest in sport, to which special attention is given and for which provision is made in the curriculum. The Cadet School provides facilities for Gaelic football, hurling, rugby, soccer, athletics, swimming, basketball and equitation. A module of the Course is undertaken in the Defence Forces Physical Culture School where each Cadet is required to qualify as a Physical Training Leader.

Army (Line) Cadet and Officer profiles are available at [www.military.ie](http://www.military.ie)

#### **15. THE AIR CORPS (Pilot)**

The Air Corps operates over thirty aircraft on 10 different fixed wing and rotary wing Types in multi-role national aviation tasks. The type of aircraft includes the Gulfstream IV Government Jet, a Learjet, CASA Maritime Patrol aircraft, Palatas PC9 as well as a variety of training aircraft. The Air Corps also operates Dauphin 365, Eurocop135, Alouette and Gazelle helicopters. The main role of the Air Corps is to provide support to the Army, Naval Service and the Garda Síochána in countering threats to State security on land, sea and air. In addition, the day-to-day peacetime role of the Air Corps includes activities such as Ministerial air transport, maritime surveillance, fishery protection, search and rescue and air ambulance.

##### **The Air Corps Cadet**

The Air Corps cadet will undergo a course of training of approximately two years duration divided into two stages.

Stage 1 of training takes place at the Cadet School, Military College, DFTC, Curragh Camp and takes approximately nine months. The cadet receives a basic military training including instruction in Weapons Training, Tactical Operations, Map Reading, Communications Skills and First Aid.

On successfully completing Stage 1 of training, the cadet will be posted to the Air Corps, Casement Aerodrome, Baldonnel, Dublin 22 for Stage II – flying training.

This course progresses from elementary and basic to advanced flying and lasts a period of approximately fifteen months.

During the term of the cadetship the character of the cadet is trained and moulded with the object of developing his/her powers of leadership, initiative and general ability.

#### **16 THE NAVAL SERVICE**

The Naval Service is based in Haulbowline, Cobh, 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, communications and navigation systems.

As part of the Defence Forces, the primary role of the Naval Service is to deter incidents of aggression against the State, and to uphold neutrality. In addition, the

day-to-day roles of the Naval Service include fishery protection duties, search and rescue, diving operations and pollution control. Along with an Garda Síochána and the Customs and Excise, the Naval Service is involved in the prevention of importation of illegal drugs into the country. Naval Service ships may deploy overseas in support of Irish diplomacy and trade, and to support other elements of the Defence Forces engaged in peace support operations.

The Naval Service offers two types of cadetships namely an Operations Branch Cadet, and an Engineering Branch Cadet. Candidates may apply for either or both classes of cadetship.

### **The Operations Branch Cadet**

Officers of the Operations Branch of the Naval Service are responsible for the efficient running of the ship. It is only from within this Branch that an officer may become Captain of a ship. The Operations Branch Officer's responsibilities include Bridge Watchkeeping, where they are responsible for the safe navigation of the ship and the 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 ships company.

The Operations Branch Cadet will undergo a course of training of approximately two years duration divided into different stages.

Initial training takes place in the Cadet School, Military College, DFTC, Curragh Camp and is of approximately three months duration. Subsequent training takes place in the Naval Base, Haulbowline, Co Cork and onboard ship. This training encompasses both the theory and practical application of the skills required for the officer to take his/her place as a fully functional member of the ships command team. Subjects covered include Navigation, Seamanship, Gunnery, Leadership and Management.

In the second year the Cadet will commence studies at the National Maritime College Ireland (NMCI) in Ringaskiddy, Cork for award of a Degree in Nautical Science. NMCI is a partnership between the Cork Institute of Technology and the Naval Service.

On successful completion of first year at NMCI the cadet is commissioned on a 3 year Short Service Commission in the rank of Ensign/Sub-Lieutenant in accordance with paragraph 18 below. After commissioning, training continues both at sea and ashore until the Officer is fully qualified to take an appointment onboard ship.

When fully qualified an Officer will, subject to satisfying certain criteria and on being recommended by the Flag Officer Commanding the Naval Service and the Chief of Staff, then be offered a full Commission without limitation as to time.

The fully trained Junior Officer spends the following years on sea/shore rotations. The primary sea duties involve watchkeeping and navigation while shore duties involve training or administrative appointments. The Naval Service Officer can avail of opportunities of further education as well as participating in professional specialisation courses such as Tactical and Naval Warfare Courses at home and abroad.

### **The Engineering Branch Cadet**

The Engineering Branch Cadet will be trained to a level whereby he/she can fill an appointment as a ships' Marine Engineering Officer. The Engineering Officer is responsible for everything that keeps a ship afloat, moving and habitable. This includes the hull and general structures of the ship, its main engines and all auxiliary machinery, the main electrical generators, the electrical distribution system, the air conditioning, ventilation, heating systems and cold rooms as well as all fuel and water systems. It also includes the computer systems for communications, navigation and weapons control systems.

Engineering Branch Cadets in the Naval Service undergo a course of training of approximately two years duration before being commissioned on a 3 year Short Service Commission in the rank of Ensign/Sub-Lieutenant in accordance with paragraph 18 below. The training course of the Cadet and Young Officer is physically and academically demanding and requires total dedication and commitment in order to be successful.

Initial training involves Basic Military and Naval Training at the Cadet School, Military College, DFTC, Curragh Camp and later at the Naval Base, Haulbowline, Co Cork and onboard ship. The initial training is similar to, and shared with, Operations Branch Cadets. In the second year the Cadet will commence studies at the National Maritime College Ireland (NMCI) in Ringaskiddy, Cork for award of a Degree in Marine Engineering. NMCI is a partnership between the Cork Institute of Technology and the Naval Service.

After commissioning, training continues both at sea and ashore until the Officer is fully qualified to take up an appointment as a Marine Engineer Officer onboard ship.

When fully qualified an Officer will, subject to satisfying certain criteria and on being recommended by the Flag Officer Commanding the Naval Service and the Chief of Staff, then be offered a full Commission without limitation as to time.

The fully trained Junior Officer spends the following years on sea/shore rotations. When at sea, he/she will be appointed as the Engineer Officer, while shore duties involve training or technical/administrative appointments. The Engineer Officer can avail of opportunities of further education as well as participating in a range of specialist courses applicable to the Marine Engineering profession at home or abroad.

Profiles of Naval Service Cadets and Officers are available at [www.military.ie](http://www.military.ie)

## **17. APPOINTMENT TO COMMISSIONED RANK**

A cadet who is in possession of a level 8 Degree of the National Framework of Qualifications and satisfactorily completes the prescribed course of military training and who passes such examinations and tests as may be laid down will be eligible for appointment as a commissioned officer in the Army rank of Lieutenant or Naval Service rank of Sub Lieutenant.

A cadet who is not in possession of a level 8 Degree of the National Framework of Qualifications and satisfactorily completes the prescribed course of military training and who passes such examinations and tests as may be laid down will be eligible for appointment as a commissioned officer in the Army rank of Second Lieutenant or Naval Service rank of Ensign.

Where a cadet, who is a Non-Irish National, satisfactorily completes the prescribed courses of military training and in the case of the Air Corps, flying training, he/she may apply to the Minister to be appointed as an officer pursuant to paragraph 41 (b) of the Defence Act.

Air Corps officers will be offered a 12 year fixed term commission. During the three months immediately prior to completing the fixed term commission, an Air Corps officer may apply to the Minister for Defence for a commission without limitation as to time. The Minister for Defence may grant a commission without limitation as to time, subject to the existence of a suitable vacancy, and provided that the officer:

- a. Is recommended by the Chief of Staff;
- b. Is medically graded suitably, with a standard of vision not less than 6/36 corrected to at least 6/9 in each eye and with normal colour and night vision.

## **18. THIRD LEVEL EDUCATION/UNDERTAKINGS/FEES**

Personnel of the Army, inducted under paragraph 2.a. who are considered suitable may, subject to the exigencies of the service and the requirements of the Defence Forces, be assigned to a course of study leading to a degree at National University of Ireland, Galway or a course of study leading to a degree at some other third level college of education.

Personnel of the Naval Service, other than those who already hold a relevant third level qualification in Nautical Science or Engineering, and who are considered suitable may, subject to the exigencies of the service and the requirements of the Defence Forces, be assigned to a course of study leading to a degree at the National Maritime College Ireland, Cork or a course of study leading to a degree at some other third level college of education.

Tuition and examination fees in respect of cadets/officers attending college will be met from public funds. Textbooks, instruments etc. will be made available without charge but will remain the property of the Minister for Defence. During attendance at college, cadets/officers will normally be accommodated in Military Barracks and will be in receipt of normal pay and allowances.

In connection with third level training, personnel will be required to subscribe to an undertaking (or undertakings), available on request, that before leaving the Permanent Defence Force voluntarily at any time after they have commenced the course and before they have served in the Permanent Defence Force for a minimum number of years reckoned from the date of completion of their third level training, they will refund the cost of such training to the Minister for Defence including the cost of pay and allowances paid to them during the period of attendance at the course.

## **19. PAY AND ALLOWANCES**

### **(a) Pay and Allowances**

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

### **(b) Method of Pay**

Cadets and officers are paid on a monthly basis by means of electronic funds transfer to a designated financial institution.

**20. OCCUPATIONAL PENSION**

Members of the PDF may qualify for occupational pension and retirement gratuity (collectively called superannuation benefits) subject to their satisfying certain terms and conditions. Public service employees recruited since 6 April 1995 have standard rates of occupational pension contributions. They pay a **1½%** contribution from pay in respect of spouses' and children's pensions. All persons including commissioned officers who join the public service on or after that date, and therefore liable for full PRSI (Class A), are also required to pay a **5%** contribution from pay in respect of his/her personal superannuation benefits. Occupational (or spouse's) pension in their case is subject to *integration* with the State Social Insurance system. This means that, in accordance with standard public service arrangements, entitlement to the range of social insurance benefits (including the State Pension Contributory) is taken into account in determining the amount of occupational pension payable, resulting in a lower rate of occupational pension than would otherwise be the case. Integration applies to pension and contributions, but not to gratuity.

**Under the Public Service Superannuation (Miscellaneous Provisions) Act 2004, a new pension scheme will apply to military personnel who join the PDF on or after 1 April 2004. The new scheme will provide for a minimum pension age of 50 and that maximum benefits will accrue over 30 years. This means that pensions and gratuities will not ordinarily be payable immediately on discharge/retirement except in the case of personnel who serve to age 50 years. The new scheme will, like public service schemes generally, have a defined benefit final salary structure and be subject to integration with the Social Insurance system.**

**21. ANNUAL LEAVE**

Annual leave to the extent of 31 days may be granted to cadets and junior officers. Senior officers (Commandant and higher ranks) may be granted 43 days leave in accordance with the provisions of DFR A.11.

**22. PROMOTION AND RETIREMENT**

Subject to the terms of Defence Forces Regulations, officers are eligible for consideration for promotion through the commissioned ranks. The age for retirement of officers ranges from 47 years of age (Second Lieutenant/Ensign) to 63 years of age (Lieutenant General), depending on rank.

**23. UNIFORMS AND ACCOMMODATION**

A cadet is issued uniforms and accessories. Commissioned officers receive a grant, in accordance with the scales laid down, to assist towards the cost of providing themselves with uniform and equipment. An annual allowance is paid to a commissioned officer towards the purpose of replenishing his/her kit.

A cadet is entitled to free accommodation and meals subject to the terms of Defence Forces Regulations. Single Officers are provided with official accommodation, in respect of which a deduction is made from pay.

**24. MEDICAL ATTENDANCE AND HOSPITAL TREATMENT**

Medical attendance and hospital treatment are free, subject to the limitations prescribed in Defence Forces Regulations.

**NOTE**

THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FORM FROM A PERSON DESIRING TO BE A CANDIDATE FOR A CADETSHIP 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 OBTAINING A CADETSHIP.

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 ERRORS WHICH MAY APPEAR HEREIN ARE SUBJECT TO CORRECTION AT ANY TIME.

**CANVASSING WILL DISQUALIFY**

## **Annex 'A' to Information and Rules Cadetships in the Defence Forces 2010**

### **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**

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

<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.

	<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, he/she will not be permitted to proceed to the next stage of the competition.

Candidates will also undergo an assessment which includes three components of physical fitness as follows:

#### **Body Composition Assessment**

This assesses the candidate's percentage of body fat. The candidate will be subjected to a body/mass index test.

#### **Strength**

Assessed using hard grip strength dynamometer which gives an indication of overall muscular strength.

#### **Flexibility**

Assessed using various flexibility aids (hamstring and lower back flexibility).

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 Cadetship Applicants.

Week	Session 1	Session 2	Session 3
<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.

- This programme presupposes a certain level of fitness. **If in doubt talk to your GP.**
- **Step 1**-Invest in proper training equipment particularly a good pair of runners.
- **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)
- **Step 3**-Mark out a safe route of 1.5 miles/2.4km.
- **Step 4**-Get a stopwatch to time your runs.
- **Step 5**-Set your goals.
  - **Run**-11 min 40 sec Males/13 min 10 sec Females.
  - **Push Ups**-20 Repetitions in One Minute.
  - **Sit Ups**-20 Repetitions in One Minute.
- **Warm Up**
  - Warm up properly before every session.
  - Exercises: Jogging, fast feet, high heels, high knees and high knee skip.
  - Try to keep warm up specific to the activity you are doing.
- **Heart Rate Intensity**: To achieve the required intensity of exercise use the simple formula.
  - 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.
- **Cool Down**:
  - Just a general reduction in pace to decrease blood flow to the activated muscles.
- **Stretching**:
  - Stretching is very important pre and post exercise.
  - Stretch all major muscle groups and show particular attention to the muscles that are involved in the activity.
- **On the Day**:
  - Arrive on time at the test centre.
  - Eat 2/3 Hours prior to the Test.
  - Bring a snack to the Test Centre to stay refuelled.
  - STAY HYDRATED. Sip water all day.
- **If you are in any doubt about your fitness levels to undertake this programme, see your Doctor first.**

## Annex 'B' to Information and Rules Cadetships in the Defence Forces 2009

### Army & Naval Service

#### Pay, Allowances etc.

- The following 5 point pay scale applies to cadets from 1st January 2010: (€18,443, €19,010, €21,758, €24,592 and €28,270) as follows-

Non graduate cadets 1<sup>st</sup> point on appointment and during first year of service and 2<sup>nd</sup> point from commencement of the second year of service until appointment to be an officer and commissioned as a Second Lieutenant/Ensign.

Graduate cadets 4th point on appointment and during first year of service and 5th point from commencement of the second year of service until appointment to be an officer and commissioned as a Lieutenant/Sub-Lieutenant. Upon commissioning up to 3 additional increments may be awarded for relevant previous experience.

Enlisted personnel on appointment as a cadet will be placed on the 1<sup>st</sup> point and given incremental credit for their enlisted service with "mark-time" arrangements applying should their gross income (regimental pay plus allowances) be greater than the 5<sup>th</sup> point of the scale. On commissioning he or she will be placed on the 1<sup>st</sup> point of the appropriate pay scale, with "mark-time" arrangements applying where their gross salary as a cadet exceeds the 1<sup>st</sup> point of that scale.

Enlisted personnel are liable to pay full PRSI at contribution Class H.

- In general, persons commissioned as officers following completion of a Cadetship under this competition, will qualify for the rates of pay and allowances shown below.

In common with other persons who join the public service on or after 6 April 1995, they are liable to pay full PRSI (Class A), as well as appropriate personal and survivors' occupational pension contributions (see para. 20 in booklet).

The current annual rates of pay and allowances from 1 January 2010 for such officers are as follows:

Rank	Equivalent Rank Naval Service	Service	Army, and Air Corps	Naval Service
2 <sup>nd</sup> Lieut.	Ensign	On appointment After 1 year in Rank	€30,025 €31,229	€30,025 €31,229
Lieutenant	Sub-Lieutenant	On appointment After 1 year After 2 years After 3 years After 4 years After 5 years After 6 years After 7 years	€34,195 €35,408 €36,721 €37,935 €39,141 €39,834 €40,841 €41,840	€41,395 €42,703 €44,119 €45,433 €46,508 €47,484 €48,568 €49,653

**3. Military Service Allowance**

Military Service Allowance is payable at the rate of €4,730 to officers holding the commissioned ranks of Second Lieutenant/Lieutenant (Army) and of Ensign/Sub Lieutenant (Naval Service).

**4. Flying Pay**

An officer or cadet of the Air Corps who is engaged in flying duties is also paid flying pay which varies in accordance with his/her rank and service. The current rate is €1,271 per annum for a trainee pilot, rising to €7,072 after 6 years service and €10,313 per annum after 10 years service.

**5. Patrol Duty Allowance**

A Patrol Duty Allowance of €3.33 per day is payable to Naval Service Cadets and €5.91 to Naval Service Officers for each day spent at sea away from the Naval Base on patrol.

**NOTE FOR FUTURE CANDIDATES**

**These conditions apply for the 2010 Cadetship Competition only and are due for review in advance of any future competitions.**