

DEFENCE FORCES

CONDITIONS GOVERNING THE APPOINTMENT OF MEDICAL OFFICERS IN THE DEFENCE FORCES MEDICAL CORPS 2011 - 2012

1. GENERAL QUALIFICATIONS.

A candidate for appointment as a Medical Officer in the Defence Forces Medical Corps must at the time of application: -

- (a) Possess the required professional qualifications as per paragraph 3.
- (b) Be of the required standard of medical and physical fitness as per paragraph 5.
- (c) Satisfy the Minister for Defence as to character.
- (d) Be a citizen of Ireland or
Be a National of an EEA State* or the Swiss Confederation.

*The European Economic Area consists of the member states of the European Union along with Iceland, Liechtenstein and Norway.

2. AGE REQUIREMENTS.

Candidates must be under 50 years of age on 1 December in the year of application.

3. PROFESSIONAL QUALIFICATIONS.

A candidate must: -

- (a) Possess the minimum qualifications of M.B., B.Ch., B.A.O., or L.R.C.P. and S.I.
- (b) Hold current, full registration with the Medical Council of Ireland. (A successful candidate will be required to maintain registration).
- (c) Have 3 years post graduate experience.

In addition it is desirable but not essential that candidates be registered on the Specialist Division of the Medical Council of Ireland in one of the following:

Emergency Medicine
Anaesthetist
Surgery
General Practice
General Medicine
Occupational Medicine
Psychiatry
Public Health Medicine

4. APPLICATION FOR APPOINTMENT.

All applications for appointment as Medical Officer must be completed online at www.military.ie. Candidates will be required to bring a passport sized photograph (signed on the back), an original copy of Long Form Birth Certificate (photo copies are not acceptable) and passport to the Interview stage of the competition. Candidates will also be requested to sign the Declaration Form accompanying the application form at the Interview.

5. MEDICAL AND PHYSICAL REQUIREMENTS.

Candidates will be required to undergo a detailed medical 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 past 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 157.48 cm (5ft 2ins). Physical standards and weight must be in keeping with height and age.

(b) **Vision.**

Unaided and untreated vision of not less than 6/36 in both eyes, but which can be corrected to at least 6/12 in each eye or not less than 6/6 in the right eye and not less than 6/36 in the left eye, with normal colour vision. 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.

(c) **Hearing.**

A good standard of unaided hearing is essential. Candidates will be required to undergo an audiometric examination at which:

(1) The sum of the hearing threshold levels, 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, and,

(2) Candidates under 25 years of age must be able to hear all measured pure tones up to and including 8kHz at 20dB in each ear and candidates aged 25 years 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.

6. INTERVIEW BOARD AND OPTIONAL LANGUAGE TEST.

Candidates called for interview will be required to produce to the Interview Board original documentary evidence of professional qualifications and registration.

A candidate who wishes to have his/her capacity to communicate effectively in both Irish and English taken into account may undergo a separate oral test in the language in which the interview is not conducted. In determining the order of merit, a credit of 6% of the total marks available at the interview will be awarded to candidates who are shown to be proficient in both Irish and English. Successful candidates will be placed on a panel in order of merit from which future appointments may be filled.

7. DATA PROTECTION ACT - EMPLOYEE VETTING.

Candidates shall be requested to complete and sign a Consent Form which, pursuant to Section 8 of the Data Protection Act, 1988, will authorise the Garda Síochána to furnish to the Military Authorities either a statement that there are no convictions recorded against the candidate, or a statement of convictions, as the case may be.

8. EXPENSES.

Candidates will be liable for expenses incurred by a candidate in connection with his/her attendance before the Interview and Medical Boards.

9. NOMINATION FOR APPOINTMENT.

The nomination of a successful candidate for appointment, as an officer of the Permanent Defence Force (P.D.F.) shall be made by the Minister for Defence whose decision shall be final.

10. TERMS OF APPOINTMENT.

- (a) Appointment will be in the rank of Captain on a short service commission with an opportunity for extension to a commission without limitation as to time.
- (b) The appointment of successful candidates will be for such period of time as agreed with the successful candidate subject to a minimum period of appointment of nine (9) months.
- (c) A Medical Officer inducted from this competition may, on completion of 9 months continuous satisfactory service and on the recommendations of the Director Medical Corps and the Chief of Staff, apply for a commission without limitation as to time.
- (d) Successful candidates will be expected to take up duty as soon as possible, allowing for reasonable notice to their current employers or reasonable expiry of their current contractual obligations but subject to the overriding requirement to fill the vacancies.

11. PAY ALLOWANCES AND PRSI OF MEDICAL OFFICERS.

- (a) The following are the current annual rates of pay payable to Medical Officers who are not new entrants to the Public Service on or after 1 January 2011 (i.e. where the Medical Officer has previous Public Service experience in an analogous grade/role whether that service was permanent or temporary):

OFFICERS PAY RATE 3 – MEDICAL OFFICERS	Point	RATES OF PAY w.e.f. 1 January 2010	
		PRSI Class A	PRSI Class C
Captain	1st	€64,485	€61,297
	2nd	€66,917	€63,639
	3rd	€68,126	€64,820
	4th	€69,327	€65,973
	5th	€70,522	€67,125
Maximum scale point	6th	€73,497	€69,945
1st LSI		€75,374	€71,722
2nd LSI		€76,697	€72,987
Commandant	1st	€77,567	€73,813
	2nd	€78,880	€75,049
	3rd	€80,185	€76,295
	4th	€81,809	€77,836
Maximum scale point	5th	€84,531	€80,425
1st LSI		€89,247	€84,895
2nd LSI		€91,816	€87,352
Lieutenant-Colonel	1st	€92,906	€88,387
	2nd	€94,928	€90,305
	3rd	€97,203	€92,459
Maximum scale point	4th	€99,367	€94,516
1st LSI		€100,605	€95,695
2nd LSI		€101,847	€96,868
Colonel	1st	€103,029	€97,997
	2nd	€108,101	€102,823
	3rd	€113,210	€107,675
	4th	€121,491	€115,406

Note: In accordance with instructions from the Department of Finance dated 21 December 2010, the salary scale and fixed allowances for candidates who are deemed to be new entrants to the Public Service with effect from 1 January 2011 have been subject to a 10% reduction.

- (b) The following are the current annual rates of pay payable to Medical Officers who are new entrants to the Public Service on or after 1 January 2011:

OFFICERS PAY RATE 3 – MEDICAL OFFICERS	RATES OF PAY w.e.f. 1 January 2011	
Rank	Point	PRSI Class A
Captain	1st	€58,037
	2nd	€60,225
	3rd	€61,313
	4th	€62,394
	5th	€63,470
Maximum scale point	6th	€66,147
1st LSI		€67,837
2nd LSI		€69,027
On promotion to the rank of Comdt. an Officer will be placed on the 01/01/10 payscales as follows:		
Commandant	1st	€77,567
	2nd	€78,880
	3rd	€80,185
	4th	€81,809
Maximum scale point	5th	€84,531
1st LSI		€89,247
2nd LSI		€91,816
Lieutenant-Colonel	1st	€92,906
	2nd	€94,928
	3rd	€97,203
Maximum scale point	4th	€99,367
1st LSI		€100,605
2nd LSI		€101,847
Colonel	1st	€103,029
	2nd	€108,101
	3rd	€113,210
	4th	€121,491

In addition to salary, Medical Officers are also paid the following:

MILITARY SERVICE ALLOWANCE.

For candidates who are not new entrants to the Public Service on or after 1 January 2011 (i.e. where the Medical Officer has previous Public Service experience in an analogous grade/role whether that service was permanent or temporary):

Military Service Allowance is payable at Class A rate of **€4,575** in Captain rank and **€4,886** in Commandant rank per annum or at Class C rate of **€4,344** in Captain rank and **€4,640** in Commandant rank per annum.

For new Entrants to the Public Service on or after 1 January 2011:

Military Service Allowance is payable at Class A rate of **€4,118** in Captain rank and **€4,886** in Commandant rank per annum.

ADDITIONAL ALLOWANCE.

For candidates who are not new entrants to the Public Service on or after 1 January 2011 (i.e. where the Medical Officer has previous Public Service experience in an analogous grade/role whether that service was permanent or temporary):

Medical Officers who possess certain qualifications (as per Annex B) can qualify for an additional allowance of **€14,163** Class A rate per annum or **€13,455** Class C rate per annum.

For new Entrants to the Public Service on or after 1 January 2011:

Medical Officers who possess certain qualifications (as per Annex B) can qualify for an additional allowance of **€12,747** Class A rate per annum.

OVERSEAS PEACE SUPPORT ALLOWANCE.

An Overseas Peace Support Allowance of **€80.29 per day** Captain rank and **€88.34** Commandant rank is payable in respect of any period of duty spent on an Overseas Mission. In addition an Overseas Armed Peace Support Allowance of **€24.71 per day** is payable in respect of any period of duty spent on an Overseas Armed Mission.

SHORT SERVICE PAY will be paid as follows:

For candidates who are not new entrants to the Public Service on or after 1 January 2011 (i.e. where the Medical Officer has previous Public Service experience in an analogous grade/role whether that service was permanent or temporary):

€3,800 to an Officer Commissioned for a period of 9 consecutive months, or
€5,700 to an Officer commissioned for a period of 12 consecutive months, or
€7,900 to an Officer Commissioned for a period of 15 consecutive months.

For new Entrants to the Public Service on or after 1 January 2011:

€3,420 to an Officer Commissioned for a period of 9 consecutive months, or
€5,130 to an Officer commissioned for a period of 12 consecutive months, or
€7,110 to an Officer Commissioned for a period of 15 consecutive months.

- (c) In line with Department of Finance instructions dated 23 December 2010 starting pay will be at the minimum of the scale. The rate of remuneration may be adjusted from time to time in line with Government pay policy.
- (d) A person appointed from this competition as a Medical Officer in the Defence Forces who immediately prior to appointment was covered by modified Social Insurance as a public sector employee, will be liable to pay PRSI contributions at the Class C rate, in addition to appropriate contributions for survivors' pensions (see paragraph 14).
- (e) A person appointed from this competition as a Medical Officer in the Defence Forces who, on appointment, is a new entrant to the public sector on or after 6 April, 1995 will be liable to pay PRSI contributions at the full Class A rate, in addition to contributions for personal and survivors' superannuation benefits (see paragraph 14).

12. PROMOTION.

On the recommendation of the Chief of Staff, a Medical Officer in the Defence Forces who is granted a commission without limitation as to time may be promoted from Captain to Commandant on completion of three years service and fulfilling the required criteria as laid down for such a promotion.

13. UNIFORM.

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

In the initial year:

Male - €1,324.34

Female - €1,594.79

In subsequent years:

Male - €848.19

Female - €1,122.45

14. 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. As in the public service generally, these are *defined benefit* schemes. The specific superannuation arrangements that apply depend on certain factors such as whether the person is joining the public service for the first time (see paragraphs following).

New superannuation arrangements apply to all military personnel who are *new entrants*, within the meaning of the *Public Service Superannuation (Miscellaneous Provisions) Act 2004*, joining the PDF on or after 1 April 2004. The new scheme provides for a minimum pension age of 50. This means that pensions and gratuities will not ordinarily be payable immediately on retirement unless the person serves to age 50. Where retirement is before age 50, preservation of benefits will apply meaning that pension and gratuity will be payable from age 60. Maximum benefits accrue over 30 years. As in other public service pensions schemes generally, benefits are based on total pensionable service and pensionable pay at retirement date and subject to *integration* with the Social Insurance system (see final paragraph below*).

Where a person joining the PDF has been employed continuously elsewhere in the public service since 31 March 2004 and is not a new entrant (as defined under the above Act), the existing (pre-April 2004) Defence Forces superannuation arrangements apply. In the case of commissioned officers, this means that pension and/or gratuity will be payable immediately on retirement, and regardless of age, after 5 years' service for gratuity only and after 12 years for pension and gratuity, subject to integration with their Social Insurance entitlements as appropriate. There is no provision for preservation of benefits, which are based on retiring rank, service and other factors.

Employee pension contributions are payable by commissioned officers from their monthly salary at standard public service rates. Under current arrangements, a contribution of **1½%** of pay is payable towards spouses' and children's pensions. In addition, public servants including commissioned officers recruited since 6 April 1995 pay **5%** of pay towards their personal retirement benefits (pension and gratuity).

All public servants who are in pensionable employment – including members of the PDF – are also liable to pay a **Pension-Related Deduction (PRD)** regardless of the date they join the public service. Commonly known as the 'pension levy', this was introduced by Government as part of a package of emergency financial measures. The PRD is separate from the standard employee pension contributions mentioned above and no additional superannuation benefits are earned as a result of the deduction.

Note: As announced in the Budget, the Government has decided to introduce a new single pension scheme for all future *new entrants* joining the public service from 2011 onwards, including the PDF. This will include a move to calculating retirement benefits based on 'career average earnings' rather than on 'final salary'. This new single pension scheme will come into operation during 2011. For such new entrant PDF personnel, the current minimum pension age of 50 will continue to apply. The full details of the new scheme, including the actual commencement date, have yet to be finalised by Government.

* *Integration* means that, in accordance with standard public service arrangements, entitlement of full PRSI (Class A) contributors to the range of Social Insurance benefits – including the State Pension – is taken into account in determining the amount of occupational pension payable. This results in a lower rate of occupational (or spouse's) pension than would otherwise be the case. Integration applies to pension and contributions, but not to gratuity.

15. COURSES.

In the case of certain courses which are undertaken at public expense an officer appointed under these conditions may be required to give an undertaking 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, he/she will refund the cost to the Minister for Defence.

16. MEDICAL ATTENDANCE AND HOSPITAL TREATMENT.

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

17. RETIRING AGES FOR MEDICAL OFFICERS.

At present the retiring ages for Medical Officers are as follows:

Captain	54 years
Commandant	58 years
Lieutenant Colonel	58 years
Colonel	60 years

Medical Officers who, on the day immediately preceding the date on which he/she is due to reach the age shown above, and who has been continuously for not less than five years in receipt of the prescribed rate of pay as a Medical Officer, and in regard to whom the Minister is satisfied and so certifies that it would be in the best interests of the service if he/she continued to serve beyond the age shown above shall have the following retirement ages:

Captain	64 years
Commandant	65 years
Lieutenant Colonel	65 years
Colonel	65 years

18. ANNUAL LEAVE.

Subject to the exigencies of the service, a Captain may be granted 31 days leave and a Commandant or higher rank officer 43 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.

19. POSTINGS.

Officers of the Medical Corps may be required to serve anywhere within the State. All Medical Officers are, from time to time, required to serve overseas.

20. CAREER INFORMATION.

Notwithstanding 19 above, a Medical Officer will normally be posted to serve in St. Bricin's Military Hospital or the Headquarters of a Field Medical Coy (which are located in Athlone, Cork, Dublin, Defence Forces Training Centre Curragh Camp, Co. Kildare, Casement Aerodrome, Baldonnel, Co Dublin or Naval Base, Haulbowline, Cobh, Co. Cork). He/she may later be posted to an Infantry Battalion as Battalion Medical Officer in which capacity he/she will be responsible for the primary and occupational medical care of the personnel of that Battalion.

Medical Officers are required to undergo training courses in basic military skills, military leadership, protocol and administration.

THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FROM A PERSON DESIRING TO BE A CANDIDATE FOR AN APPOINTMENT AS A MEDICAL OFFICER IS NOT TO BE REGARDED AS AN ADMISSION THAT SUCH PERSON SATISFIES ALL OR ANY OF THESE CONDITIONS OR THAT HE/SHE IS NOT DISQUALIFIED BY LAW FROM HOLDING SUCH APPOINTMENT.

EVERYTHING CONTAINED IN THESE CONDITIONS AND NOTES IS SUBJECT TO THE OVER-RIDING AUTHORITY OF THE GOVERNING STATUTES, INCLUDING THE DEFENCE ACTS, 1954 (AS AMENDED AND EXTENDED) AND REGULATIONS AND SCHEMES MADE OR TO BE MADE THEREUNDER, AND ANY ERRORS WHICH MIGHT APPEAR THEREIN ARE SUBJECT TO CORRECTION AT ANY TIME.

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

CANVASSING WILL DISQUALIFY

**IMPORTANT NOTICE FOR NEW ENTRANTS JOINING THE PERMANENT
DEFENCE FORCE FROM 1 JANUARY 2011:**

PAY AND PENSION TERMS

1. New entrants joining the public service from 1 January 2011 have reduced pay scales, while their actual date of recruitment will determine their specific occupational pension terms.
2. Rates of pay (and allowances) may be adjusted from time to time in line with Government pay policy. In this regard the Government approved a 10% reduction in the salary (pay) scales and fixed allowances for new entrants recruited to traditional entry grades in the public service with effect from 1 January 2011. This arrangement applies, as appropriate, to relevant new entrants joining the public service on or after that date, including the Permanent Defence Force (PDF). The Government has also decided that starting pay on recruitment from open competitions for all posts within the public service will now be at the minimum of the relevant pay scale.
3. Under the *Public Service Superannuation (Miscellaneous Provisions) Act 2004*, new occupational pension arrangements apply to military personnel who join the PDF as *new entrants on or after 1 April 2004*. The new pension scheme provides for a ‘minimum pension age’ of 50. This means that pensions and gratuities will not normally be payable immediately on discharge / retirement unless the person serves to age 50. Maximum retirement benefits accrue over 30 years. Where leaving the PDF before age 50, benefits are not payable immediately but are ‘preserved’ and payable from age 60. As in other public service pension schemes generally, benefits are based on total pensionable service and pensionable pay at discharge/retirement date (i.e. *defined benefit final salary scheme*) and subject to *integration* with the Social Insurance system.
4. However, as announced in the Budget, the Government has also decided to introduce a new single pension scheme for all future *new entrants* joining the public service from 2011 onwards, including the PDF. This will include a move to calculating retirement benefits based on ‘career average earnings’ rather than on ‘final salary’. This new single pension scheme will come into operation during 2011. For such new entrant PDF personnel, the current minimum pension age of 50 will continue to apply. The full details of the new scheme, including the actual commencement date, have yet to be finalised by Government.

This Notice is subject to revision as required.

Annex B

Senior Physician - M.D. or M.R.C.P. or equivalent qualification

Ophthalmologist - D.O.M.S. or equivalent qualification

Pathologist - M.D. in pathology or equivalent qualification

Anaesthetist - D.A. or equivalent qualification

Radiologist - D.M.R. or equivalent qualification

Gynaecologist - M.A.O. or M.R.C.O.G. or D.G.O. or Dip. Obst. Dublin or equivalent qualification.