

**TERMS AND CONDITIONS GOVERNING THE APPOINTMENT OF
MEDICAL OFFICERS IN THE PERMANENT DEFENCE FORCE MEDICAL BRANCH
in 2017 - 2018**

1. GENERAL QUALIFICATIONS

A candidate for appointment as a Medical Officer in the Defence Forces Medical Branch 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 4.
- 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 equivalent.
- 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.

4. MEDICAL AND PHYSICAL REQUIREMENTS

Candidates will be required to undergo a detailed medical and dental examination, which will 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 (5ft2ins). 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. 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.
- (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 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.

5. APPLICATION FOR APPOINTMENT

All applications for appointment as Medical Officer must be made on the official electronic application form available at www.military.ie

Note: All correspondence with candidates will be done by email for the duration of the competition. If a candidate's email address should change, the onus is on the candidate to make contact immediately with the Defence Forces Recruitment Section at: 045 492553/2555 or Lo-call 1890 426555 or at recruitment@defenceforces.ie advising them of the change of email.

6. INTERVIEW BOARD

Candidates called for interview will be required to provide the Interview Board with the following documentation at the time of their interview:

- Original documentary evidence of Professional Qualifications and Registration with the Medical Council*
- A Passport sized Photograph (signed on the back)
- An Original copy of Long Form Birth Certificate (photocopies are not acceptable) and
- Their 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 he/she has a satisfactory level of English. An applicant who fails to pass this examination will be advised accordingly and the application will be refused.

*Note: Successful candidates will be required to maintain their registration with the Medical Council for the duration of their Commission.

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. This will, pursuant to Section 8 of the Data Protection Act, 1988, 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.

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 (PDF) 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, subject to the rank retirement ages as per Defence Force Regulations.
- (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 Officer Commanding, Central Medical Unit, the Director Medical Branch and the Chief of Staff, apply for a commission without limitation as to time. 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.
- (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 a Medical Officer in the rank of Captain:

OFFICERS PAY RATE 3 - MEDICAL OFFICERS		RATES OF PAY Wef 1 April 2017
Rank	Point	Personal Pension Contribution (PPC) scale Full PRSI (Class A)
Captain	1st	€61,769
	2nd	€62,311
	3rd	€65,485
	4th	€65,959
	5th	€66,563
	6th	€67,421

	7th	€68,583
Maximum Scale Point	8th	€71,476
1 st LSI*		€73,301
2 nd LSI*		€74,588

*A long service increment will be payable to officers who have completed three years' service on the maxima of the scale. A second long service is payable on the completion of 6 years' service on the maxima of the scale.

In addition to salary, a Medical Officer is also paid the following:

MILITARY SERVICE ALLOWANCE.

Military Service Allowance is payable at PPC (Class A PRSI) rate of **€4,575** in Captain rank per annum.

Military Service Allowance is pensionable.

OVERSEAS PEACE SUPPORT ALLOWANCE.

An Overseas Peace Support Allowance of **€72.26 per day** Captain rank is payable in respect of any period of duty spent on an Overseas Peace Support Mission. In addition an Overseas Armed Peace Support Allowance of **€22.24 per day** is payable in respect of any period of duty spent on an Overseas Armed Peace Support Mission.

Both these allowances are non-taxable and non-pensionable.

SHORT SERVICE PAY will be paid as follows:

- €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.

Short Service Pay is subject to income tax in the normal way.

- (a) In line with Department of Finance instructions dated 23 December 2010 starting pay will be at the minimum of the scale.

Note: 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.

- (b) All new entrants to the public service on or after 6 April 1995, including a person appointed from this competition as a Medical Officer in the Defence Forces, 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 14** following).
- (c) 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, subject to social insurance rules, be liable to pay PRSI contributions at the Class C rate, as well as *superannuation* contributions for survivors' pensions only (see **paragraph 14**). Such persons are subject to non-PPC rates of remuneration. Details of such pay rates are available on request.

Method of Pay

All Defence Forces Officers are paid on a monthly basis by means of electronic funds transfer to a designated financial institution.

12. PROMOTION.

An Officer inducted from this competition may, subject to meeting the stipulated eligibility criteria, compete for future Medical Officer promotion competitions within the PDF, 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.

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:	In subsequent years:
Male - €1,324.34	Male - €848.19
Female - €1,594.79	Female - €1,122.45

Note: The payment, including the rate and frequency of this payment is currently the subject of discussions within the Permanent Defence Force Conciliation and Arbitration Scheme and is subject to review and adjustment in accordance with changes applicable as per Government Policy.

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. 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 10** regarding terms of appointment.

15. 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.

Department of Environment, Community & Local Government Circular Letter LG (P) 06/2013

The Department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the *Collective Agreement: Redundancy Payments to Public Servants* dated 28 June 2012, as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. Thereafter, the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

Collective Agreement: Redundancy Payments to Public Servants

1. The Department of Public Expenditure and Reform letter dated 28th June 2012, to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2015) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Ministers consent will have to be secured prior to employment by any public service body.

16. COURSES.

In the case of certain courses which are undertaken at public expense an Officer appointed under these conditions will be required to subscribe to an undertaking that, in the event of his/her leaving the Permanent Defence Force voluntarily at any time after they have commenced the course, or within a specified period from the date of termination of the course, he/she 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.

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.

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

Note: The Retirement age of 58 for the rank of Commandant specifically applies to full PRSI contributors (Class A) candidates appointed to commissioned rank in the PDF from 6 April 1995.

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.

It should be noted that this annual leave provision is currently calculated on a 7 day basis. Annual Leave arrangements within the Permanent Defence Force are currently the subject of discussions within the Permanent Defence Force Conciliation and Arbitration Scheme as part of an overall review of leave arrangements across the Public Service.

19. SICK LEAVE

Sick Leave may be granted in accordance with the provisions of Defence Force Regulation A.12 (Medical Treatment) and Defence Force 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.

The result of any agreement reached across the Public Service will be applied to any person appointed under these Terms and Conditions.

20. 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.

21. 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 of Defence which will then refund the tax, PRSI and Pension related deduction on these amounts to the Officer.

22. PAY AND ALLOWANCES – BENEFIT IN KIND

Certain pay and allowances, including the provision of medical services in the Defence Forces is 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.

23. POSTINGS.

Medical Officers, on Commissioning, will be posted to the Central Medical Unit and may be required to serve anywhere within the State. As with other Members of the Defence Forces, Medical Officers have a mandatory requirement to serve overseas.

24. CAREER INFORMATION.

Notwithstanding 23 above, the Officer Commanding Central Medical Unit, in consultation with the Director Medical Branch will post Medical Officers to fill vacancies within the Defence Forces Military Medical Facilities or Battalion Barracks. The Military Medical Facilities are located at St. Bricin's Military Facility, Infirmary Road, Dublin 7, Custume Bks, Athlone, Collins Bks, Cork, Defence Forces Training Centre, Curragh Camp, Co. Kildare, Casement Aerodrome, Baldonnell, Co Dublin or Naval Base, Haulbowline, Cobh, Co. Cork. The Battalion locations are Sarsfields Bks, Limerick, Stephens Bks, Kilkenny, Dun U Mhaoilisa Bks, Galway, Finner Camp, Finner, Co Donegal, Aiken Bks, Dundalk, and 2 Bde HQ in Cathal Brugha Bks, Rathmines. In both medical facilities, the Medical Officer will be responsible for the primary and occupational medical care of Defence Forces personnel posted to that location.

Medical Officers are required to undergo training courses in basic military skills, health & safety, military leadership, overseas pre-deployment training, protocol and administration, in addition to Continued Professional Development.

Medical Officers are also required to undergo physical training and attend military exercises in a medical and participative capacity.

NOTE

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 OTHER RELEVANT PROVISIONS, AGREEMENTS, LEGISLATION, PUBLIC SERVICE POLICY, CIRCULARS AND/OR INSTRUCTIONS AND ANY ERRORS WHICH MIGHT APPEAR THEREIN ARE SUBJECT TO CORRECTION AT ANY TIME.

WHERE THERE IS A DISPUTE IN RELATION TO THE INFORMATION PROVIDED HEREIN THE PROVISIONS OF DEFENCE FORCES ADMINISTRATIVE INSTRUCTION AND DEFENCE FORCES REGULATION, THE DEFENCE FORCS REGULATION SHALL TAKE PRECEDENCE. THEREAFTER DEFENCE FORCES ADMINISTRATIVE INSTRUCTION AND THESE TERMS AND CONDITIONS IN THAT ORDER.

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 CROKE PARK, HADDINGTON ROAD AND LANSDOWNE ROAD AGREEMENTS AND ANY OTHER AGREEMENT AS MAY BE CONCLUDED FROM TIME TO TIME.

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

EXCEPTIONS TO THE GOVERNING CONDITIONS CANNOT BE MADE IN INDIVIDUAL CIRCUMSTANCES.

CANVASSING WILL DISQUALIFY

OCCUPATIONAL PENSION BENEFITS

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement gratuity (i.e. superannuation benefits) subject to certain terms and conditions. The specific *defined benefit* superannuation arrangements that apply to new entrant PDF personnel depend primarily on whether the person is joining the public service for the first time. Further details are set out below, and these should be read in conjunction with **Paragraph 11 (Pay, allowances and PRSI)**. The main benefits under the PDF superannuation schemes are:

- an occupational pension,
 - a retirement gratuity (lump sum) or death in service gratuity, and
 - spouses'/civil partner's and children's contributory pensions.
- (a) **The new Single Public Service Pension Scheme ("Single Scheme") applies to all military personnel joining the PDF as first-time new entrants to the public service on or after 1 January 2013.**

This is provided for under the *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act). This new scheme applies to:

- Persons joining the public service as first-time new entrants from 1st January 2013 onwards; and
- where appropriate, former public servants returning to the public service from 1 January 2013 onwards, after a break of more than 26 weeks and not under the same contract of employment.

Retirement benefits are based on 'career average earnings' (not final salary). For PDF personnel, a minimum pension age of 50 applies. This means that occupational pension and gratuity (lump sum) will not normally be payable immediately on discharge/retirement unless the person serves to age 50. Where leaving the PDF before age 50, benefits are preserved and generally payable in line with, and linked to, the social welfare State Pension age (currently 66 rising to age 68). Retirement benefits under the Single Scheme are contributory. A 7.5% employee superannuation contribution applies to PDF personnel (see Note 1 below); and occupational pension is subject to *integration* with the Social Insurance system.

(b) **For those who are not eligible for membership of the Single Scheme the following arrangements will apply:**

(i) For personnel who join the PDF as *new entrants* **on or after 1 April 2004 and before 1 January 2013**, their arrangements are governed by the *Public Service Superannuation (Miscellaneous Provisions) Act 2004* (the 2004 Act). This pension scheme provides for a 'minimum pension age' of 50. This means pension and gratuity (lump sum) will not normally be payable immediately on discharge/retirement from the PDF 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. Benefits are based on total pensionable service (subject to a maximum of 30 reckonable years) and pensionable pay at discharge/retirement date. Occupational pension is subject to *integration* with the Social Insurance system. In the case of commissioned officers, a 6.5% employee superannuation contribution is payable (see Note 2 below).

(ii) **Where a person joining the PDF is not a new entrant as defined:**

- **under the 2012 Act (see paragraph (a) above); or**
- **under the 2004 Act (see paragraph (b)(i) above),**

the pre-April 2004 Defence Forces superannuation arrangements will apply.

For commissioned officers who are new joiners to the public service **on or after 6 April 1995 but before April 2004**, and who are subject to PPC pay scales and full PRSI (Class A), a gratuity is payable on retirement after 5 years' qualifying service, while pension and gratuity are payable after 12 years service*. There is no preservation. Benefits, which are payable immediately on retirement, and regardless of age, are based on retiring rank, service and other factors such as pensionable pay. A 6.5% employee superannuation contribution is payable (see Note 2 below); and occupational pension is subject to *integration* with the Social Insurance system.

*For commissioned officers who join **prior to 6 April 1995**, apart from pension contributions and integration, the same general occupational pension scheme terms apply as for post-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 occupational pension and gratuity, but pay a dependants' benefit contribution only (see Note 3 below). They are insured for modified PRSI (Class C) and their occupational pension is not subject to integration.

PRSI status, integration with Social Insurance system, pension contributions etc.

New entrants to the public service on or after 6 April 1995, including commissioned officers in the PDF, are insurable for full PRSI. Both employers and employees make PRSI contributions, which in turn entitle scheme members to Social Insurance benefits.

On that basis, their occupational (or spouse's / civil partner's) pension are subject to **integration** with the State Social Insurance system in accordance with standard public service arrangements. This means that their entitlement to the range of Social Insurance benefits (including the State Pension Contributory (SPC)) is taken into account when calculating the amount of occupational pension payable. In an integrated pension scheme, the State Pension etc., is viewed as part of the total pension package payable to the individual. Integration therefore results in a lower rate of occupational pension than would otherwise be the case. However, the combined benefit from both sources – the occupational pension plus State Pension etc. – makes up the person's 'total pension'. As a result, integration begins from the time the occupational pension comes into payment. Integration applies to occupational pension benefits and employee contributions, but not to gratuity.

As stated above, all successful candidates from this competition will be required to pay appropriate **employee pension contributions** from monthly pay towards their superannuation benefits at standard public service rates.

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 'pre-Single Scheme' members who join the public service from 6 April 1995 onwards is 3.5% of *net pensionable remuneration* (towards personal pension) plus 1.5% of pensionable remuneration (towards retirement gratuity) plus 1.5% of pensionable remuneration (towards spouses / civil partner's and children's pensions).

Note 3 – 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.

Subject to certain exemption thresholds (see Note 4 below), 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 financial emergency measures. The PRD is separate altogether from the standard employee pension contributions mentioned above and no additional superannuation benefits are earned as a result of the PRD.

Note 4 – From 1 January 2017, the PRD exemption threshold is as follows:

<i>Amount of remuneration</i>	<i>Rate of PRD deduction</i>
Up to €28,750	Exempt
More than €28,750 but not over €60,000	10 per cent
Any amount over €60,000	10.5 per cent

Declarations, pension abatement, pension-accrual etc:

Under the 2012 Act, candidates will be required to declare:

- any prior public service, or
- any pre-existing entitlements to a Public Service retirement benefit (whether in payment or preserved), or
- existing remuneration from any other Public Service employment, or
- any such employment in which they received a payment-in-lieu of pension in respect of such service.

Candidates should be aware that if he/she was previously employed 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.

In addition, if the candidate was previously employed in the public service, the 2012 Act also limits the amount of qualifying service which can be accrued in existing (pre-2013) pension schemes to a maximum of 40 years service across all Public Service employments. This may have implications for any new recruit / appointee who has already acquired pension rights in a previous Public Service employment.