

**TERMS AND CONDITIONS GOVERNING THE APPOINTMENT OF
MEDICAL OFFICERS IN THE PERMANENT DEFENCE FORCE
ON A SHORT SERVICE COMMISSION OF THREE YEARS
IN 2019 - 2020**

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 4.
- c. Satisfy the Minister for Defence as to character.
- d. Be a citizen of Ireland or,
have a lawful entitlement to reside and work in the State for the period required for any such appointment

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 their registration with the Medical Council for the duration of their Commission.
- c. Have 3 years postgraduate 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 physical health and free from any condition, abnormality or history of serious illness likely to interfere with the efficient performance of military duties.

The following are the minimum requirements in respect of:

- (a) **Height.**
The minimum height requirement is 157.48 cms (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. 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 may be excluded from eligibility. This is dependent on the nature of the surgery performed and on the pre and post-surgery condition of the applicant. See **Annex B** below.
- (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 a Medical Officer must be made on the official electronic application form available at www.military.ie. Requests to conduct the interview process through Irish should be made to Recruitment Section at the contact details below.

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 their Professional Qualifications and Registration with the Medical Council
- A Passport sized Photograph (signed on the back)
- An original copy of their Long Form Birth Certificate (photocopies are not acceptable) and
- The original of their Passport (photocopies are not acceptable).

Candidates will also be requested to sign the Declaration Form accompanying the application form at the Interview.

An applicant may be required to undergo a written and verbal examination to prove s/he has a satisfactory level of English. An applicant who fails to pass this examination will be advised accordingly and the application will be refused.

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 the provisions of the Data Protection Act, 2018, authorise An Garda Síochána to furnish to the Military Authorities a statement that there are no convictions recorded against the candidate, or if applicable, a statement of convictions.

8. EXPENSES

Candidates will be liable for expenses incurred (by a candidate) in connection with their 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, of three years.
- (b) 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 vacant appointments.

11. PAY, ALLOWANCES AND PRSI OF MEDICAL OFFICERS

The following are the current annual rates of pay payable to a Medical Officer in the rank of Captain w.e.f. 1 January 2019:

RATES OF PAY w.e.f. 1 September 2019			
OFFICERS PAY-SCALE RATE 3 - MEDICAL			MILITARY SERVICE ALLOWANCE
Rank	Point on Scale	Personal Pension Contribution (PPC) Scale (Class A)	Personal Pension Contribution (PPC) Rate (Class A)
Captain	1st	€64,114	€5,203
	2nd	€64,675	€5,203
	3rd	€67,970	€5,203
	4th	€69,457	€5,203
	5th	€70,711	€5,203
	6th	€71,958	€5,203
	7th	€73,198	€5,203
	8 th	€76,286	€5,203
	9 th	€78,235	€5,203
	10th	€79,608	€5,203
	11th	€80,511	€5,203
Maximum Scale Point	12th	€81,874	€5,203
1 st LSI*		€83,228	€5,203
2 nd LSI*		€84,913	€5,203

*A long service increment is 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 may also be paid the following:

OVERSEAS PEACE SUPPORT ALLOWANCE

An Overseas Peace Support Allowance of **€80.29 per day** is payable in the rank of Captain, in respect of any period of duty spent on an Overseas Peace Support 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 Peace Support Mission.

Overseas Peace Support Allowance is non-taxable and non-pensionable.

Officers will be entitled to a once-off payment of SHORT SERVICE PAY depending on the total consecutive period served as follows:

€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.

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

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

13. RETIREMENT BENEFITS

This should be read in conjunction with **Paragraph 11 (Pay, Allowances and PRSI)** and **Annex A**.

Members of the Permanent Defence Force (PDF) may qualify for retirement benefits (also called *superannuation benefits*), provided they meet certain terms and conditions. The superannuation arrangements for members of the PDF are *defined benefit* pension schemes.

The main benefits are:

- a retirement pension,
- a retirement lump sum (gratuity) or death in service lump sum, and
- spouses'/civil partner's and children's contributory pensions.

Pension contributions are payable by the scheme members from their Defence Forces salary towards their retirement and dependants benefits.

In general, those joining the PDF as new entrant commissioned Officers may, subject to certain conditions, qualify for payment of retirement benefits from age 50 (*minimum pension age*).

The mandatory retirement age for Officers varies depending on retiring rank.

Membership of the relevant pension scheme is compulsory. The specific pension scheme that applies to *new entrant* PDF personnel depends primarily on whether the person is joining the Public Service for the first time.

(a) Single Public Service Pension Scheme

In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the **Single Public Service Pension Scheme**. This scheme applies to all military personnel who join the PDF from **1 January 2013 onwards** as first-time new entrants to the public service. Those arrangements are provided under the *Public Service (Single Scheme and Other Provisions) Act 2012* ('the Single Scheme').

Annex A below summarises the Single Scheme pension terms for new entrants joining the PDF, with no previous Irish public service employment history, from 1 January 2013 onwards.

(b) 'Post-April 2004' Defence Forces Pension Schemes

In some cases, 'post-April 2004' Defence Forces pension scheme arrangements apply, that is, to military personnel who joined the PDF **between 1 April 2004 and 31 December 2012**. Those arrangements are governed by the *Public Service Superannuation (Miscellaneous Provisions) Act 2004*.

These 'post-April 2004' pension scheme arrangements may apply to anyone who has worked or is working in other Irish public service pensionable employment, and who is not a *new entrant* as defined under the Single Scheme. For example, if you joined the Public Service before 1 January 2013 and have either, (i) been working continuously there, or (ii) left that public service employment and return after a break of less than 26 weeks, you will be a member of a relevant 'post-April 2004' Defence Forces pension scheme.

The main elements of the 'post-April 2004' Defence Forces pension schemes are summarised in **Annex A** below.

(c) 'Pre-April 2004' Defence Forces Pension Schemes

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) above),

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

The main elements of the 'pre-April 2004' Defence Forces pension schemes are summarised in **Annex A** below.

14. ELIGIBILITY TO APPLY AND CERTAIN CONDITIONS ON ELIGIBILITY

Applicants should note the following:

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

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.

15. 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 undertaking¹ 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, s/he 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 or resignation. 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.

16. ANNUAL LEAVE.

Subject to the exigencies of the service, a Captain may be granted 31 days leave with full pay and allowances (where issuable) in addition to customary public holidays 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.

17. 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

¹ this represents a substantial undertaking in financial terms and will involve a formal communication with an officer designated by the Director of J7 who will give an outline of the amount of monies due to the Minister.

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.

18. 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.

19. MATERNITY LEAVE

Statutory provisions in relation to Maternity leave apply in the Permanent Defence Force. Officers claiming maternity benefit payments from the Department of Employment Affairs and 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.

20. PAY AND ALLOWANCES – BENEFIT IN KIND

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

members of the Defence Forces, or any determination of their tax status, as may be directed by the Revenue Commissioners from time to time.

21. 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.

22. CAREER INFORMATION

Notwithstanding 21 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 Barracks, Athlone, Collins Barracks, 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 Barracks, Limerick, Stephens Barracks, Kilkenny, Dun Uí Mhaoilisa Barracks, Galway, Finner Camp, Finner, Co Donegal, Aiken Barracks, Dundalk, and 2 Brigade Headquarters, Cathal Brugha Barracks, Rathmines, Dublin 6.

Whether posted to a Defence Forces Military Medical Facility or Battalion Barracks, 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 S/HE 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, ARE SUBJECT TO CHANGE UNDER THE DEFENCE FORCES CONCILIATION AND ARBITRATION SCHEME, THE PUBLIC SERVICE STABILITY AGREEMENT 2018 – 2020 AND ANY OTHER AGREEMENT AS MAY BE CONCLUDED FROM TIME TO TIME.

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

Candidates, when completing their application form, will be required to confirm that they have not:

- *knowingly or recklessly provided false information*
- *canvassed any person with or without inducements*
- *personated a candidate at any stage of the process*
- *interfered with or compromised the process in any way*

Annex A

Annex 'A' to Terms and Conditions and General Information regarding Medical Officer Short Service Commissions in the Defence Forces 2019

RETIREMENT BENEFITS

Introduction

- (a) In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single Scheme. This Scheme applies to all military personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards as first-time new entrants to the Public Service.

The Single Scheme also applies if you are a former pensionable public servant who rejoins the Public Service in a pensionable position on or after 1 January 2013, with a break of more than 26 weeks between public service employments.

Single Scheme – summary of main elements for PDF members

- It is a *defined benefit* scheme based on *Career-Average Earnings*.
- Retirement benefits – pension and lump sum – are primarily based on % of *pensionable earnings* throughout your public service career as a Single Scheme member.
- PDF members pay a 7.5% employee contribution from salary towards their Single Scheme benefits, as well as an *Additional Superannuation Contribution* (ASC) – see **Notes 1 and 4 below**.
- Each year, you build up money amounts on a *fast accrual* basis towards your Single Scheme retirement benefits. The total of these amounts at retirement, with some adjustments for increases in inflation, determines what your retirement benefits will be.

- Single Scheme retirement benefits are payable immediately on retirement from the PDF only if you serve to the *minimum pension age* of 50, and have the *vesting period of 2 years*².
- If you finish employment with the PDF before age 50 and have the vesting period, payment of your retirement benefits is normally *deferred* to age 68. (Age 68 is the qualifying age for *Contributory State Pension* (CSP) from the Department of Employment Affairs and Social Protection, for anyone born since 1961).
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (c) below.
- There is no cap on the length of time over which members can build pension benefits under the Single Scheme.
- Transferring retirement benefits to Single Scheme from other employments:
 - The option for a member of the Single Scheme to transfer-in benefits from private sector pension schemes is not available at present.
 - If, before joining the Single Scheme, you hold deferred retirement benefits from previous employments under a ‘pre-2013’ Public Service pension scheme, you cannot transfer those benefits to the Single Scheme. Those benefits stay to be administered under your earlier pre-2013 pension scheme.
 - If you hold deferred benefits under the Single Scheme from an earlier Single Scheme employment, you do not need to arrange for their “transfer” because it is the same Single Scheme in place across the Public Service.
- There is provision for immediate retirement benefits if compulsorily retired on medical grounds, and for death in service benefits (dependents pensions and death lump sum).
- Following retirement, increases to Single Scheme pension are linked to inflation.

(b) ‘Post-April 2004’ Defence Forces pension scheme arrangements apply to military personnel recruited to the PDF on or after 1st April 2004 and before 1st January 2013.

As indicated in Paragraph 13 above, these ‘post-April 2004’ pension schemes are relevant to anyone who has worked or is working in other public service pensionable employment, and who is not a *new entrant* as defined under the Single Scheme.

² The *vesting period* for the Single Scheme is 2 years, the minimum length of time you must pay employee contributions into the scheme before becoming eligible for retirement benefits. The vesting period for personnel who joined the PDF between 1 April 2004 and 31 December 2012 is also 2 years. The vesting period under the ‘pre-April 2004’ schemes is 5 years.

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

- It is a *defined benefit final salary* scheme.
- As in other pre-2013 Public Service pension schemes generally, retirement benefits are based on *total pensionable service* and *pensionable salary* at retirement date (subject to certain limits).
- Commissioned officers pay a 6.5% employee superannuation contribution, as well as the Additional Superannuation Contribution (ASC) – **see Notes 2 and 4 below**.
- Retirement benefits are payable immediately on retirement from the PDF only if you serve to the *minimum pension age* of 50, and have the *vesting period* of 2 years.
- If you finish employment with the PDF before age 50 and have the vesting period, your retirement benefits are *deferred*, and payable from age 60.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (d) below.
- Under the 'post-April 2004' schemes, maximum retirement benefits accrue after 30 years' pensionable service, known as *fast accrual*.
- There is an overall *40-year limit* on the total pensionable service that can be counted towards retirement pension from a person's aggregate service across membership of any 'pre-2013' Public Service Pension Scheme(s).
- Transferring retirement benefits from other pre-2013 employments: Under the Public Sector Transfer Network, reckonable service may be transferred into the PDF from elsewhere in the public sector (subject to certain conditions).³
- There is provision for immediate retirement benefits if compulsorily retired on medical grounds, and for death in service benefits (dependents pensions and death lump sum).
- Following retirement, pensions from these 'post-April 2004' schemes are revised (indexed) in line with public service pension increase policy.

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

³ For pre-2013 public service pension schemes, the Transfer Network enables the transfer of reckonable service for pension purposes between the Defence Forces and the majority of State and semi-state organisations e.g. to or from the Civil Service, Health Services, An Garda Síochána, Local Authorities, Teaching etc.

(i) For Commissioned Officers who are new joiners to the Public Service **on or after 6 April 1995 but before April 2004**, to whom PPC⁴ pay scales and full PRSI (Class A) apply:

- This is a *defined benefit final salary* scheme.
- Benefits, which are payable on a *fast accrual* basis immediately on retirement, and regardless of age, are based on retiring rank, qualifying service and other factors such as pensionable pay. There are no deferred benefits.
- A 6.5% employee superannuation contribution is payable as well as the ASC (**see Notes 3 and 4 below**);
- A lump sum, but no pension, is payable on retirement with a minimum of 5 years' qualifying service (*the vesting period*).
- Retirement pension and lump sum are payable immediately after 12 years' qualifying service*, and regardless of age.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (d) below.
- Maximum pension is payable from 23 – 30 years' service depending on rank, service in rank, overall service etc. Maximum lump sum is payable within 4 years of mandatory retirement age for the rank.

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

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

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

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

⁴ Personal Pension Contribution – see Paragraph 11 above.

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

New entrants to the Public Service on or after 6 April 1995, including Commissioned Officers in the PDF, are insurable for full PRSI. For this reason, public service retirement (or spouse's / civil partner's) pensions are subject to **integration** with the State Social Insurance system in accordance with standard Public Service arrangements. This means that a person's entitlement to the range of Social Insurance benefits (including the Contributory State Pension) is taken into account when calculating the amount of retirement pension payable. In an integrated pension scheme, the Contributory State Pension (CSP) is regarded as part of the employee's total pension package. Under standard Public Service arrangements, this integration of retirement pension with the Social Insurance system applies from the time the retirement (or spouse's / civil partner's) pension commences payment. This means the retirement pension is adjusted (reduced) from the start by a Social Insurance State Pension *offset*, regardless of whether the person has reached Contributory State Pension age (66-68). Integration applies to retirement pension and also to employee contributions, but not to retirement lump sum.

(e) Employee pension contributions:

- **Note 1** – The 7.5% Single Scheme contribution is comprised of 4.2% of *net pensionable remuneration* (which means pensionable remuneration less twice the maximum rate of State Pension Contributory payable from time to time to a person who has no adult or child dependants) plus 3.3% of pensionable remuneration.
- **Note 2** – The 6.5% contribution for 'post-April 2004' military officers is 3.5% of net pensionable remuneration plus 3.0% of pensionable remuneration.
- **Note 3** – The 6.5% contribution for military officers joining since 6 April 1995 is 3.5% of net pensionable remuneration plus 3.0% of pensionable remuneration. A contribution of 1.5% of pensionable remuneration is payable by 'pre-6 April 1995' officers towards spouses / civil partner's and children's pensions.
- **Note 4** – Subject to certain exemption thresholds, all Public Servants who are in pensionable employment – including members of the PDF – are also liable to pay an *Additional Superannuation Contribution* (ASC). The ASC is separate from the standard employee pension contributions mentioned above. No additional superannuation benefits are earned as a result of the ASC. The ASC applies to pensionable earnings above certain thresholds at different bands and % rates depending on the pension scheme applicable to the member. From 1 January 2019, the ASC bands / rates are as follows:

Additional Superannuation Contribution	
All Public Servants who are members of the Single Public Service Pension Scheme	<i>Fast Accrual</i> members of pre-2013 Public Service Pension Schemes
First €32,000 of pensionable earnings – exempt	First €28,750 of pensionable earnings - exempt
Next €28,000 @ 6.66%	Next €31,250 @ 10%
Balance @ 7%	Balance @ 10.5%

(f) Declarations:

Under the *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act), candidates are required to declare:

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

(g) Pension abatement:

If a person was employed previously in the Public Service and is in receipt of a pension from the Public Service, the 2012 Act provides for the *abatement* (i.e. reduction / suspension) of any Public Service pension on re-employment within the Public Service, even where the new employment is in a different area of the Public Service. The outcome will depend on factors such as a person's ongoing overall earnings from the Public Service by way of salary plus pension.

(h) Further information:

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

Annex B

Annex 'B to Terms and Conditions and General Information regarding regarding Medical Officer Short Service Commissions in the Defence Forces 2019

Laser Eye Surgery

Applicants, for whom any one or more of the following criteria apply, will be deemed unfit to join the Permanent Defence Force:

- (a) Applicants who have had their visual acuity corrected by non-laser surgery or laser surgery involving the raising of a corneal flap;
- (b) Applicants who have had corrective laser surgery not involving the raising of a corneal flap, within 12 months of the advertised closing date for receipt of applications;
- (c) Where there continues to exist, beyond one year of corrective laser surgery not involving the raising of a corneal flap, significant visual impairment or side effects related to the surgery, or both;

(d) Where, following corrective laser surgery not involving the raising of a corneal flap, the residual corneal stromal thickness is less than 300 microns.