2024 TERMS AND CONDITIONS GOVERNING THE APPOINTMENT OF DIRECT ENTRY OPERATIONS OFFICERS

IMPORTANT NOTE

A person who wishes to apply for this competition should read this document carefully prior to completing the application form. An application should only be submitted if the applicant is satisfied that they fulfil all of the governing conditions detailed in this document.

The acceptance by the Chief of Staff - Defence Forces, of an application form from a person desiring to be a Defence Force officer should not be regarded as an admission by the Chief of Staff that such a person satisfies all or any of these conditions or that they are not disqualified by law from becoming an officer of the Permanent Defence Force.

Everything contained in these conditions, notes and annexes is subject to the over-riding authority of the governing statutes, regulations and schemes, including the Defence Act, 1954 (as amended and extended) and statutory provisions made, or to be made, thereunder, and any other relevant provisions, agreements, legislation, public service policy, circulars and/or instructions and any errors which may appear herein are subject to correction at any time.

In addition, all terms and conditions outlined in this document are subject to change under the Defence Force conciliation and arbitration scheme and public service agreements as may be concluded from time to time.

Appointments are open to all eligible candidates, on an equal basis.

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

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***
- ***impersonated a candidate at any stage of the process***
- ***interfered with or compromised the process in any way***

CANVASSING WILL DISQUALIFY

Overview

The Naval Service is based in Haulbowline, Cobh, Co. Cork and is the State's principal seagoing agency with a general responsibility to meet contingent and actual maritime defence requirements. It is a multi-tasked organisation operating a fleet of six ships of which four are operational. The fleet is equipped with state of the art machinery, weapons, communications, and navigation systems. The Naval Service fleet comprises of four Offshore Patrol Vessels, LÉ Samuel Beckett, LÉ James Joyce, LÉ William Butler Yeats and L.É George Bernard Shaw. All four ships are of similar specification, which is at the leading edge of marine technology. In 2023 the Naval Service took delivery of two Inshore Patrol Vessels providing the Naval Service with an enhanced capacity to operate and undertake patrols in the Irish Sea on the East and South East Coast. Both vessels will be named and commissioned into the Irish Naval Service before commencing their operational service in 2024.

Operations Branch

Officers of the Operations Branch of the Naval Service are responsible for the efficient running of the ship. The Operations Branch Officers responsibilities include Bridge Watchkeeping, where they are responsible for the safe navigation of the ship and safety of the ships company along with the weapons and communications systems on-board. Operations Branch Officers also lead boarding teams in fishery protection and anti-drug running boarding operations and are therefore prime leaders and motivators of the ships company.

1. GENERAL QUALIFICATIONS

A candidate for appointment as an Operations Officer in the Naval Service must at the time of application provide documentary proof that they are:

(a) a citizen of the State

or

(b) have a legal entitlement to reside and work within the State for the period of any such appointment

AND

(c) be of good character and satisfy any security clearance required

AND

(d) meet the required minimum standards of medical and physical fitness.

2. AGE REQUIREMENTS

Candidates must be less than 50 years of age on 31 December in the year of application.

3. PROFESSIONAL QUALIFICATIONS

A candidate must possess:

(a) a Department of Transport Certificate of Competency (Deck Officer) Class 1, 2 or 3 with Watchkeeping experience **or**

(b) a recognised Naval Watchkeeping Certificate **or**

(c) a marine qualification that is deemed by the Minister for Defence to be at least equivalent to the qualifications at subparagraphs (a) or (b) above.

4. MEDICAL AND PHYSICAL STANDARDS

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

(b) Vision

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.

The eligibility of applicants who have had previous incisional or laser treatment to correct visual acuity will be determined at the Medical Examination.

Please see **'Annex B'** for further information.

Operations Branch: Vision must be uncorrected and not less than 6/9 in one eye and not less than 6/12 in the other eye with normal night vision.

(a) Dental

Candidates must be free from any serious periodontal disease and possess teeth to a specific standard, which is not less than the equivalent of eleven over eleven natural teeth functionally opposed. In certain circumstances, artificial teeth may be acceptable.

(d) Hearing

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

(1) The sum of the hearing threshold 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.

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

Candidates must apply online to **www.military.ie.** Candidates wishing to undertake the assessments through Irish must make this request known to the Defence Forces Recruitment Section at recruitment@defenceforces.ie

All correspondence with candidates will be done by email for the duration of the competition. Candidates should ensure the email address given is accurate and correct.

Each application is acknowledged automatically by the system within 24 hours. If an acknowledgement is not received within 48 hours of applying, candidates should immediately contact the Defence Forces Recruitment Section at: 045 492553 or e-mail recruitment@defenceforces.ie

Likewise, if an applicant's email address should change, the onus is on the applicant to make contact with the Defence Forces Recruitment Section immediately advising them of the change of email.

6. COMPETENCY BASED INTERVIEW PROCESS

Candidates will be invited to attend a competency based interview where they will be required to draw from their relevant experience and demonstrate competency in the following areas:

- Planning and Organising
- Decision Making and Problem Solving
- Working with Others
- Communication
- Leadership and Supervising
- Personal Motivation and Discipline
- Resilience

7. INTERVIEW BOARD

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

- Original documentary evidence of Professional Qualifications
- A Passport sized Photograph (signed on the back)
- An Original copy of Long Form Birth Certificate (photocopies are not acceptable) and
- Passport

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

The applicants may be required to undergo a written and verbal examination to prove they have a satisfactory level of English. An applicant who fails to pass this examination will be advised accordingly and the application will be refused.

8. 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 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.

9. EXPENSES

Candidates will be liable for all expenses incurred in connection with their participation in the competition, such as those incurred in connection with their attendance at the medical and interview boards.

10. 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.

11. TERMS OF APPOINTMENT

a. The successful candidate assigned to the Operations Branch of the Naval Service will be appointed to the rank of Sub-Lieutenant on a short service commission of 3 years, with the opportunity for extension to a commission without limitation as to time, subject to the rank retirement ages as per Defence Force Regulations.

b. On completion of 18 months, a Naval Service Operations Officer inducted from this competition may apply for a commission without limitation as to time. This will be subject to continuous satisfactory service and the recommendations of the Flag Officer Commanding the Naval Service and the Chief of Staff. 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.

c. Successful candidates will be expected to take up duty as soon as possible, allowing for reasonable notice to current employer, or reasonable expiry of current contractual obligations, but subject to the overriding requirement to fill the vacancies in the Naval Service.

d. Short Service Pay, as follows, will be paid to Officers who have not applied for or been offered a commission without limitation as to time within the period time served during their short-term Commission. Officers will be entitled to a once-off payment of Short Service Pay, depending on the total consecutive period served as follows:

€6,349.00 on completion of 1st year of service or
€6,348.00 on completion of 2nd year of service * or
€12,697.00 on completion of 3rd year of service *

**Short service pay for years 2 and 3 will not be paid if the Officer has applied for and has been offered, a commission without limitation as to time.*

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.

Candidates will be required to undertake compulsory random drug testing throughout their career in the Permanent Defence Force in accordance with Defence Force Regulations

12. PAY, ALLOWANCES & PRSI

The following are the current annual rates of pay payable to Officers serving in the Operations Branch of the Naval Service, in the rank of Sub Lieutenant:

RATES OF PAY W.E.F. 01 JUNE 2026 **OFFICERS PAY-SCALE RATE 2 OPERATIONS BRANCH OFFICERS**				
		PAY	**MILITARY SERVICE ALLOWANCE (MSA)**	**TOTAL PAY and MSA**
	Point on Scale	**Personal Pension Contribution (PPC) Scale (Class A)**	**Personal Pension Contribution (PPC) Rate (Class A)**	**Personal Pension Contribution (PPC) Rate (Class A)**
Rank on appointment;				
Sub-	1st	€53,816	€7,090	€60,906

Lieutenant (Naval Service)	2nd	€54,583	€7,090	€61,673
	3rd	€56,817	€7,090	€63,907
	4th	€58,550	€7,090	€65,640
	5th	€60,441	€7,090	€67,531
	6th	€62,197	€7,090	€69,287
	7th	€63,645	€7,090	€70,735
	8th	€64,937	€7,090	€72,027
	9th	€66,399	€7,090	€73,489
	10th	€67,866	€7,090	€74,956

Notes:

1. The rates 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.

2. All new entrants to the Public Service on or after 6 April 1995, including a person appointed from this competition as a Naval Service Officer, 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 15 following and Annex A for further information).
3. *Different rates of pay and allowance will apply where candidates appointed as Officers under this competition are not members of the Single Public Service Pension Scheme.
4. **In line with Department of Finance instructions of 23 December 2010 starting pay will be at the minimum of the scale.**

In addition to basic pay and military service allowance, a Naval Service Officer is also paid the following:

Patrol Duty Allowance

Patrol Duty Allowance is payable to all personnel serving aboard ship on duty, i.e. for each day spent on patrol which last an average of 20 days at a time.

The current daily rate of the patrol duty allowance for a Naval Service officer of €66.13, paid from day one to day ten will be maintained. Thereafter, the daily rate of the allowance will be doubled i.e. €132.26 for an Officer from day 11 up to the maximum number of sea-going days that can be served in a calendar year.

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

13. UNIFORM

Naval Service Officers appointed as a result of this competition will be paid an allowance towards the cost of providing them with a uniform. Currently, this is:-

Initial Uniform
Male Officers - €1,613.8 4
Female Officers - €1,613.84

Dress Uniform
Male - €915.48
Female - €1,353.72

An allowance is currently paid to a Commissioned Officer towards the purpose of replenishing their kit as follows:

Female - €1,122.45
Male - €848.19

Note: The allowance provided for in the initial year and the dress uniform 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, Co. Galway. The allowance for the initial and the dress 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.

14. PROMOTION

Subject to the terms of the Defence Force Regulations, promotion up to the rank of Lieutenant is assured after satisfactory service as follows:

Sub-Lieutenant (NS) to Lieutenant – after 5[1] years in rank of Sub-Lieutenant (NS).

[1] An officer at the rank of Sub-Lieutenant may be promoted to the rank of Lieutenant after four years subject to satisfactory service and vacancies

15. RETIREMENT AGES FOR OFFICERS

At present, the mandatory retiring ages for Officers in the Naval Service are subject to review and currently are as follows:

Sub Lieutenant	60 years
Lieutenant (Naval Service)	60 years
Lt Commander	60 years
Commander	60 years

Please note: the mandatory retirement ages in the Permanent Defence Force are subject to review.

16. RETIREMENT BENEFITS

This should be read in conjunction with **Paragraph 12 (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.**

There is also provision for immediate retirement benefits if compulsorily retired on medical grounds, and for death in service benefits (dependents pensions and death lump sum.

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

Permanent Defence Force personnel are members of a fast accrual member group. Fast accrual members' benefits generally build up at higher rates, and they are eligible for payment of retirement benefits earlier than standard accrual members. Fast accrual members may also pay employee contributions at higher rates than standard members.

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 Permanent Defence Force from 1 January 2013 onwards as**

firsttime new entrants to the public service. Those arrangements are provided under the Public Service (Single Scheme and Other Provisions) Act 2012 ('the Single Scheme').

Note: 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. In some limited circumstances, different pension terms may apply for personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards who are not first-time new entrants to the Public Service and/or have previously been in the public service. See Annex A for details. Any specific queries in this regard should be referred to the Department of Defence.

Membership of the relevant pension scheme is compulsory.

See Annex A below for a summary of the Single Scheme pension terms for new entrants and for details of potential other pension schemes that may apply.

As indicated in Paragraph 15 above the mandatory retirement age for officers varies depending on retiring rank.

- In general, those joining the PDF as new entrant commissioned Officers may, subject to having the required vesting period[2] and to satisfying certain other conditions, qualify for payment of retirement benefits from age 50 (*minimum pension age)*.

- Retirement pension (but not lump sum) is integrated with the Social Insurance system – see paragraph (a) of Annex A below.

- There is no cap on the length of time over which members can build pension benefits under the Single Scheme.

- Benefits under the Single Scheme are adjusted in line with increases in inflation

17. 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). 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. VER recipients are not eligible to compete in this competition.

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[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.

18. COURSES

In order to ensure that they will be competent to carry out the duties of higher rank to which they may be promoted, an Officer will be required to undergo such courses as may be laid down from time to time.

In the case of certain courses which are undertaken at public expense Officers appointed under these conditions may be required to subscribe to an undertaking (or undertakings) that, in the event of them leaving the Permanent Defence Force voluntarily within a specified period from the date of termination of the course, they will refund the cost of such training to the Minister for Defence. Such costs may include 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 Permanent Defence Force is a matter for the appropriate authority in accordance with the relevant provisions of the Defence Act.

19. ANNUAL LEAVE

Annual leave to the extent of 31 days may be granted to Junior Officers. Senior Officers (Lieutenant Commander and higher ranks) may be granted 43 days leave in accordance with the provisions of Defence Force Regulations (DFR) A.11.

All Officers of the Naval Service serving afloat may be granted annual leave for periods not exceeding 43 days in the aggregate in any one leave year, provided however, that such leave may be granted only during such leave periods as may be laid down from time to time by the Flag Officer Commanding, Naval Service.

It should be noted that this annual leave provision is currently calculated on a 7 day basis. Leave entitlements may be subject to review and adjustment.

20. SICK LEAVE

Sick Leave may be granted in accordance with the provisions of Defence Force Regulations A.12 (Medical Treatment) and Defence Force Regulations S.3 (Pay and Allowances). Sick Leave entitlements may be subject to review and adjustment.

21. 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 Permanent Defence Force 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 Force 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 Permanent Defence Force 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.

22. MATERNITY/PATERNITY LEAVE

Statutory provisions in relation to Maternity/Paternity leave apply in the Permanent Defence Force. Officers claiming maternity/paternity benefit payments from the Department of Social Protection will be required to sign over these payments to the Department, which will then refund the tax, PRSI, and Pension related deduction on these amounts to the Officer.

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

ANNEX A

RETIREMENT BENEFITS

Introduction

(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 Permanent Defence Force (PDF) from 1 January 2013 onwards as firsttime new entrants to the Public Service. The Single Scheme also applies if you are a former pensionable public servant who re-joins 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. These arrangements are provided under the *Public Service (Single Scheme and Other Provisions) Act 2012* ('the Single Scheme').

Note: In some limited circumstances, different pension terms may apply for personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards who are not first-time new entrants to the Public Service and/or have previously been in the public service. Some details are given below but any queries in this regard should be referred to the Department of Defence.

(B) 'Post-April 2004' Defence Force Pension Schemes In some cases, the 'post-April 2004' Defence Force pension scheme arrangements may apply. This Scheme generally applies 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 Force pension scheme.

(C) 'Pre-April 2004' Defence Force Pension Schemes

In certain very limited circumstances, the 'pre-April 2004' pension scheme arrangements may apply.

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 Force superannuation arrangements may apply.

Single Scheme – summary of main elements for PDF members

- It is a d*efined 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 2 below**.
- Each year of your PDF Single Scheme membership, you build up money amounts on a *fast accrual* basis towards your Single Scheme retirement benefits. The total of these amounts at retirement, with adjustments for increases in inflation (as measured by increases in the Consumer Price Index (CPI) produced by the Central Statistics Office), determines what your retirement benefits will be.
- Single Scheme retirement benefits are payable immediately on retirement from the PDF if you serve to the *minimum pension age* of 50, and have the required *vesting period of 2 years*[3].
- If you finish employment with the PDF before age 50 and have the required vesting period, payment of your retirement benefits is normally *deferred* to the qualifying age for *Contributory State Pension* (CSP)[4] from the Department of Social Protection.
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph (a) 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:

[3] 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.

[4] The current qualifying age for all State Pensions is 66.

- The option for a member of the Single Scheme to transfer-in benefits from private sector pension schemes is generally available, subject to certain terms and conditions.

- 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 remain 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.

(a) 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*[5], regardless of whether the person has reached Contributory State Pension age. Integration applies to retirement pension and also to employee contributions, but not to retirement lump sum.

A Contributory State Pension becomes payable upon reaching the qualifying age. The *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act), does not

[5] The current value of the Contributory State Pension (CSP) reduction is €265.30 per week / €13,795.6 Annually

provide for the payment of a 'supplementary retirement pension' in the period between Defence Force mandatory retirement age and State Pension qualifying age.

(b) 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** – 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 2020, the ASC bands / rates are as follows:

Additional Superannuation Contributions
All Public Servants who are members of the Single Public Service Pension Scheme
First €34,500 of pensionable earnings – exempt
Next €25,500 @ 3.33%
Balance @ 3.5%

(c) 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.

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.

(d) Further information:

Further information on pension arrangements for Defence Force members of the Single Pension Scheme can be found on the Department of Defence website at; *https://www.gov.ie/en/collection/f65fb1-defence-forces-pension-information/* and *https://www.gov.ie/en/collection/2a3969-pension-schemes/* (officers Single Scheme booklet)

See also Department of Public Expenditure and Reform website; *https://singlepensionscheme.gov.ie/* and,

https://singlepensionscheme.gov.ie/for-members/scheme-information/schemebooklet/# (for booklet on the 'fast accrual' scheme)

Annex B

Laser Eye Surgery

Terms and Conditions 2024

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.