

**TERMS AND CONDITIONS GOVERNING THE APPOINTMENT OF
TRAINEES IN MILITARY MEDICINE IN THE DEFENCE FORCES MEDICAL CORPS
IN 2027**

1. GENERAL QUALIFICATIONS

A candidate for appointment as a Trainee in Military Medicine 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 and satisfy any security clearance requirement.
- (d) Be a citizen of Ireland or have a lawful entitlement to reside and work in the State for the period of any such appointment

2. AGE REQUIREMENTS

Candidates must be under 50 years of age on 31 December 2026.

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.

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 history of significant illness likely to interfere with the efficient performance of military duties. Candidates will be required to undertake compulsory random drug testing throughout their career in the Defence Forces.

The following are the minimum requirements in respect of:

(a) **Height**

The minimum height requirement is 157.48 cm (5ft 2ins). Physical standards and weight must be in keeping with height and age.

(b) **Vision**

Unaided and untreated vision of not less than 6/36 in both eyes, but which can be corrected to at least 6/12 in each eye or not less than 6/6 in the right eye and not less than 6/36 in the left eye, with normal colour vision. Both eyes must be free from disfiguring or incapacitating abnormality and free from acute or chronic disease. There must be no evidence of squint or latent squint.

The eligibility or not 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.

(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 Trainee in Military Medicine must be completed online at www.military.ie

Note: All correspondence with candidates will be done by e-mail for the duration of the competition. Candidates must ensure that the email address provided is accurate and correct. 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 01 8042556 or at recruitment@defenceforces.ie advising them of the change of e-mail. Candidates wishing to conduct the application process through Irish must notify the Defence Forces Recruitment Section.

Note: Candidates must also complete the Irish College of GPs application process, available at www.icgp.ie.

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
- Passport

An applicant 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.

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 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 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

Trainees in Military Medicine under this competition will initially be appointed on a short service commission of 8 years, (Initial appointment in the rank of Lieutenant for 2 years and progressing to Captain at the start of year 3.) with an opportunity for extension to a commission without limitation as to time subject to the rank retirement ages as per Defence Force Regulations - See paragraph 11(g).

Trainees will also be required to commit to serve for a period of three years, effective from the date of completion of the training programme and to sign an undertaking to that effect - See paragraph 11(f).

The Trainees' salary for years 1 and 2 will be the responsibility of the Health Service Executive (HSE). On commencement of year 3, the Trainee will be promoted to the rank of Captain (Medical Officer) on the condition that they have signed the service undertaking at the time of commissioning as referenced in Para 11(f) below. They will then start on the first point of the Medical Officer Captain's Rate 3 pay-scale – see paragraph 12.

11. TRAINING PROGRAMME

- (a) Trainees in Military Medicine will undergo initial specialist training of two years duration divided into clinical attachments (Medicine, Paediatrics, Emergency Medicine, and other placements which may include Obstetrics, Gynaecology, and Psychiatry) between three and six months duration for each.
- (b) This initial specialist training will be hospital based and will meet the Irish College of GPs requirements for initial specialist training in General

Practice as well as those required for the practice of medicine in a military environment. It is intended that Trainees will rotate seamlessly between the designated hospitals and the Military environment throughout the two-year period.

- (c) Trainees will also partake as part of their continuous development in the day release programme with an existing scheme throughout initial specialist training. Topics will include those of relevance to both General Practice and Military Medicine.
- (d) Following successful completion of initial specialist training of two years the candidate will undergo higher specialist training of three years duration involving 24 months of supervised General Practice (at least six months of which will be within the military environment with a focus on patients presenting to sick parade) and 12 months of supervised military medical experiential training. On successful completion of this higher specialist training, and the requisite examinations, the officer will be qualified to practice without supervision.
- (e) Failure to successfully complete training at any stage may result in withdrawal of commission and discharge from the Defence Forces.
- (f) On Commissioning, appointees will be required to sign an Undertaking committing to serve for a period of three years, effective from the date of completion of the training programme, stating that in the event that they leave the Defence Forces prior to the expiration of that period, they will refund to the Minister for Defence, the cost of all course registration and examination fees, and their pay and allowances for the entire periods of attendance at classes and General Practice placements conducted external to the Defence Forces. Furthermore, if an appointee leaves the Defence Forces prior to completion of the training programme, they will refund to the Minister for Defence, the cost of all course registration and examination fees, and their pay and allowances for any accrued periods of attendance at classes and General Practice placements conducted external to the Defence Forces.¹
- (g) A Medical Officer inducted through this scheme, who has been declared suitable by the Director Medical Branch from a clinical governance perspective may, in the final 6 months of their undertaking (after 7 years and 6 months), on the recommendations of the Chief of Staff, apply for a commission without limitation as to time. Such a commission without limitation as to time is not guaranteed and is subject to a suitable vacancy on the establishment arising and the approval of the Government on the recommendation of the Minister to advise the President to make such an appointment.

¹ This represents a substantial undertaking in financial terms. D Med Branch will arrange a formal briefing, prior to commissioning, with an officer designated by the Director of J7, who will give a general indication of what monies would be due to the Minister. The most substantial portion of any monies due to the Minister would be the Pay and Military Service Allowance accrued during the training blocks on GP placements, as per the Officers Pay Scale table in Para 12 below.

12. PAY, ALLOWANCES AND PRSI OF MEDICAL OFFICERS

- (a) The following are the current annual rates of pay payable to Senior House Officers in the HSE. (First two years of training).

Senior House Officer	Point	RATES OF PAY w.e.f.1 June 2026
	1 st	€55,292
	2 nd	€58,011

- (b) The following are the current annual rates of pay, payable to Medical Officers: (In years 3-5 of training, trainees will start at point 1 and progress to point 3 by the 5th year) MSA will be payable from point 1 on:

RATE OF PAY W.E.F. 01 June 2026				
OFFICERS PAY-SCALE RATE 3 – MEDICAL - PPC Scale				
		PAY	MILITARY SERVICE ALLOWANCE (MSA)	TOTAL PAY inclusive of 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;				
Captain	1 st	€78,758	€6,350	€85,108
	2 nd	€79,448	€6,350	€85,798
	3 rd	€83,493	€6,350	€89,843
	4 th	€85,346	€6,350	€91,696
	5 th	€86,945	€6,350	€93,295
	6 th	€88,537	€6,350	€94,887
	7 th	€90,120	€6,350	€96,470
Maximum Scale	8 th	€94,062	€6,350	€100,412
	1 st LSI	€96,549	€6,350	€102,899
	2 nd LSI	€98,301	€6,350	€104,651
Rank on Promotion;				
Commandant	1 st	€99,454	€6,781	€106,235
	2 nd	€101,193	€6,781	€107,974
	3 rd	€102,923	€6,781	€109,704

	4 th	€105,075	€6,781	€111,856
Maximum Scale	5 th	€108,679	€6,781	€115,460
	1 st LSI	€11,4929	€6,781	€121,710
	2 nd LSI	€118,333	€6,781	€125,114

*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 increment is payable on the completion of 6 years' service on the maxima of the scale.

** Military Service Allowance, as outlined above, is payable at PPC (Class A PRSI) and the allowance is pensionable.

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.

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

(d) 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 15** following).

(e) In addition to salary, a Medical Officer may also be paid the following:

i. OVERSEAS PEACE SUPPORT ALLOWANCE:

An Overseas Peace Support Allowance is payable to an officer, in respect of any period of duty spent on an Overseas Peace Support Mission, as follows;

- Captain €96.68 per day
- Commandant and above €106.35 per day

In addition, an Overseas Armed Peace Support Allowance of €29.76 per day is payable in respect of any period of duty spent on an Overseas Armed Peace Support Mission.

Please note both Overseas Peace Support Allowances are non-taxable and non- pensionable.

ii. ADDITIONAL ALLOWANCES:

The following allowances may also be payable:

- Specialised Pay - Specialised Pay for Medical Officers who hold certain higher specialist qualifications (€17,955), as may be deemed appropriate by Director Medical Branch.
- Emergency Medical Officer Allowance - This is a duty allowance that is paid to eligible personnel, in defined circumstances, currently €99.25 per day.

13. PROMOTION

On commencement of year 3, the Trainee may be promoted to the rank of Captain on the condition that he/she has signed the service undertaking referenced in Para 11(f). They will then start on the first point of the Medical Officer Captain's Rate 3 pay-scale – see paragraph 12.

After 3 further years' satisfactory service as a Captain, the officer may be promoted to the rank of Commandant, subject to the provisions of DFR A15 and on the recommendation of the Chief of Staff.

An Officer inducted from this competition may, subject to meeting the stipulated eligibility criteria, compete for future Medical Officer Promotion competitions within the PDF, in accordance with the provisions of Defence Force Regulations A.15.

14. UNIFORM

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

In the initial year:

Male - €2,171.92

Female - €2,615.46

In subsequent years:

Male - €1,391.03

Female - €1,840.81

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.

15. 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 generally payable by the scheme members from their Defence Forces 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 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 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').

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.

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. Any specific queries in this regard should be referred to the Department of Defence.

16. ELIGIBILITY TO APPLY

Department of Health and Children Circular (7/2010)

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme 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 VRS, 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 – 2011) 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.

17. COURSES AND COSTS

In the case of certain courses, which are undertaken at public expense an officer appointed under these terms and 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, 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. 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. (See paragraph 18 below on retirement)

18. RETIRING AGES FOR MEDICAL OFFICERS

A Medical Officer who, on the day immediately preceding the date on which s/he is due to reach the age of 62, and who has been continuously in receipt of the prescribed rate of pay as a Medical Officer for not less than five years, and in regard to whom the Minister is satisfied and so certifies that it would be in the best interests of the service if s/he continued to serve beyond the age of 62 shall have the following retirement ages:

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

19. 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.

20. SICK LEAVE

Sick Leave may be granted in accordance with the provisions of Defence Force Regulation A.12 (Medical Treatment) and Defence Forces Regulation S.3 (Pay and Allowances).

It should be noted that the sick leave provision may be subject to adjustment on an ongoing basis in accordance with changes applicable across the Public Service as per Government policy.

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 Employment Affairs and 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.

22. 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.

23. PAY AND ALLOWANCES - BENEFIT IN KIND

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.

24. POSTINGS

Medical Officers on Commissioning will be posted to the Central Medical Unit and on promotion to Captain may be required to serve anywhere within the State. Additionally, as with other members of the Defence Forces, they will have a mandatory requirement to serve overseas.

25. CAREER INFORMATION

Notwithstanding 24 above, the Officer Commanding Central Medical Unit, in consultation with the Director Medical Branch will post Medical Officers when they have completed their period of training to fill vacancies within the Defence Forces Military Medical Facilities or Installation Medical Aid Posts.

The Military Medical Facilities are currently located at 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 Installation locations include 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 Installation Medical Aid Post, 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 FORCES 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 AGREEMENT 2024-2026 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*

RETIREMENT BENEFITS

Introduction

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 PDF personnel depend primarily on when the person joins the public service for the first time. Further details are set out below

(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 first-time 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 2012 Act').

A summary of the main terms of this Scheme are outlined further below in this document.

In some 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. Specific details are available on request from the Department of Defence. and any queries in this regard should be referred to the Department of Defence.

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 2 in (b) 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*².
- 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)³ 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:
 - 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

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.

³ The current qualifying age for Contributory State Pension is 66.

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*⁴, 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.

Note: The *Public Service (Single Scheme and Other Provisions) Act 2012* (the 2012 Act), does not provide for the payment of a 'supplementary retirement pension' in the period between Defence Forces 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 dependents) 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:

⁴ The current value of the Contributory State Pension (CSP) is €289.30 per week

Additional Superannuation Contribution
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.

(d) Pension abatement:

The following pension(s) will be immediately **subject to abatement*** in accordance with the relevant Defence Forces pension scheme rules and/or Section 52 of the *Public Service Pensions (Single Scheme and Other Provisions) Act 2012* (the 2012 Act) :

- a) any Defence Forces occupational pension that is currently in payment to the applicant, or that comes into payment to him/her during the period of re-employment, and
- b) any other civil or public service occupational pension already in payment to the applicant, or that comes into payment to him/her during the period of re-employment.

**suspension, reduction or otherwise as the case may be.*

The abatement outcome will depend on factors such as a person's ongoing overall earnings from the public service by way of salary plus pension.

(e) Pension accrual:

For those who are not members of the Single Scheme - if the candidate was previously employed in the public service, the 2012 Act 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.

(f) Further information:

More detailed information on the terms of the Single Public Service Pension Scheme are available on the Department of Public Expenditure and Reform website at;

<https://singlepensionscheme.gov.ie/> and,
<https://singlepensionscheme.gov.ie/for-members/scheme-information/scheme-booklet/#> (see booklet for Fast Accrual (Uniformed) Members)

Further information on pension arrangements for officers of the Defence Forces 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/> (see officers scheme booklets)

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 the 12 months prior to the date of their application.
- (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

The following payments/allowances are provided for under the Military Medicine Training Programme Framework Agreement

Out of Hours payments

As per Paragraph 4(a)(iii), the payment of the Out of Hours payments will be in accordance with the Framework Agreement between Department and the HSE.

Specialised Pay

Specialised Pay for Medical Officers is per DFR S.3.

Emergency Medical Officer Allowance

This is a duty allowance that is paid to eligible personnel, in defined circumstances.