

DEFENCE FORCES



TERMS AND CONDITIONS GOVERNING A COMPETITION FOR DIRECT ENTRY AIR CORPS AEROSPACE TECHNICIANS IN THE DEFENCE FORCES

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 candidate is satisfied that they fulfil all the governing conditions detailed in this document.

The acceptance by the Chief of Staff - Defence Forces, of an application, from a person desiring to be a Defence Forces member 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 a member of the Defence Forces.

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 Forces 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. The Defence Forces is committed to a policy of equal opportunity for all eligible candidates.

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*

Upon appointment as a Defence Forces Member in the Permanent Defence Forces all personnel are subject to military law in accordance with the Defence Act 1954 as amended.

CANVASSING WILL DISQUALIFY

NOTE FOR FUTURE COMPETITIONS

These conditions apply for the Air Corps Aerospace Technician Competition only and will be reviewed in advance of any future competition.

TERMS AND CONDITIONS GOVERNING A DIRECT ENTRY COMPETITION FOR AEROSPACE TECHNICIANS IN DEFENCE FORCES

1. Overview

Aircraft Technicians and Aerospace Technicians maintain and repair aircraft to ensure that they are safe and airworthy. They are key personnel in keeping the Air Corps fleet in the sky and achieving the State's air mission.

2. Definition of the role

The duties assigned to an Aerospace Technician (AT) will depend on the qualifications, training, and experience of the individual AT. Personnel will be assigned to a range of technical support roles within the Air Corps and may be required to support the operation, inspection, maintenance, testing, or rectification of aviation equipment. The range of roles and duties include:

- a. Workshop Services: Aircraft Structural Repair, Spray Paint, Flight Safety Equipment maintenance, Non-destructive Testing, Ground Support Equipment maintenance, Tool and Equipment Calibration.
- b. Technical Services: Aircraft maintenance planning, procurement and managing technical publications.
- c. Ancillary Services: Maintenance of aircrew helmets, helmet-mask systems, aircrew and passenger headsets, Personal Locator Beacons (PLBs), aircraft batteries, and other aviation life-support or communications equipment.
- d. Mission Support System Services: Servers, Routers, VPNs, SATCOMs, Command & Control (C2) software, Operating Systems (OS), TETRA, UHF radios, Tactical Radios.
- e. Airfield Services: Maintenance of navigation aids (ILS/DME/ DVOR/DME, NDB/DME, CADF), radar and surveillance systems, Counter-Unmanned Aircraft Systems (C-UAS), mobile/contingency ATC Tower, meteorological systems, voice communications and control switching systems, airband and tactical radios, microwave and satellite communications links, CCTV systems, and other electronic, telecommunications, sensor, and ground-based aviation systems supporting Air Traffic Control.
- f. Inventory Management: Management, storage, and administration of aircraft parts, technical equipment, and associated supply chain activities.

- g. Auditing and Standards: Support to technical auditing activities, compliance monitoring, and adherence to applicable technical and safety standards.
- h. Health and Safety: Compliance with Defence Forces safety policies, procedures, and regulatory requirements in the performance of technical duties.
- i. Miscellaneous: Technical duties as directed, including the installation, testing, acceptance, and evaluation of new equipment or systems introduced into Air Corps service.

3. General qualifications

To qualify for the position of Aerospace Technician, Candidates must:

- a. Be a citizen of Ireland
- or**
- b. have a legal entitlement to reside and work in the State for the period of their enlistment and
- c. Be of good character and satisfy any security clearance required and
- d. Meet the required minimum standard of age, educational qualifications, and medical and physical fitness, as outlined below.

4. Age requirements

All candidates must be above 18 and under 39 years of age on the closing date of the competition.

5. Minimum educational qualifications

Candidates must have attained the required minimum educational qualifications at the time of entry into the Defence Forces.

A candidate for the position of Aerospace Technician must hold:

A National Craft Certificate, or approved Level 7 qualification in an aeronautical/aerospace, mechanical, manufacturing, electrical/electronic, or mechatronic engineering discipline, within the National Framework of Qualifications (NFQ)

Those candidates interested in roles in Ancillary Services, Mission Support System Services, or Airfield Services must hold an approved NFQ level 7 qualification in electrical/electronic engineering or an equivalent field such as, but not limited to, telecommunications, ICT, or Cyber.

6. Medical and physical standards

Candidates will be required to undergo a detailed medical and dental examination, which may include urine and blood tests. Candidates must be in good mental and bodily health and free

from any physical defect, abnormality, physiological condition or history of serious illness likely to interfere with the efficient performance of their duties.

The following are the minimum medical and physical requirements in respect of:

Height and Weight:

The minimum height requirement is 157.48 cm. Physical standards and weight must be in line with BMI requirements throughout the induction process.

Vision:

Vision must be not less than **6/36 or 6/18** in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other. Normal night and colour vision are required. Both eyes must be free from disfiguring or incapacitating abnormalities and free from acute or chronic disease. There must be no evidence of squinting or latent squinting. The eligibility of candidates 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.

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.

Hearing:

A good standard of unaided hearing is essential. Candidates will be required to undergo audiometric examination 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 8kHz at 20dB in each ear. Candidates aged 25 and older must be able to hear all measured pure tones up to and including 8kHz 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.

Please note that Defence Forces members' physical standards must be in line with BMI requirements throughout the entirety of the enlistment process. For this reason, Defence Forces members are subject to regular medical examinations to ensure physical standards' compliance with required regulations.

7. Application form

Candidates must apply online at <http://www.military.ie>.

Each application is acknowledged automatically 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 at recruitment@defenceforces.ie.

If a candidate's email address should change, the onus is on the candidate to contact the Defence Forces Recruitment Section immediately to advise of the change of email address.

Serving members of the PDF will be required to include their Service Number on the application form.

All candidates who are invited to attend the Assessment Phase of the competition, as outlined under 'Selection Procedure' below, will be required to bring valid identification, i.e. Passport or Driving License as proof of identity.

In addition, candidates will be required to bring original documentary evidence that they meet the educational minimum qualifications, as outlined in Paragraph 5 above. This evidence is subject to verification by the Defence Forces with the organisation and/or institution who issued the license, certificate or document.

Candidates called to Stage 1 (interview) will be required to bring their Birth Certificate, their passport, and a passport-sized photograph signed on the back (Photocopies are not acceptable).

8. Assessment and selection procedure

Candidates, if selected, will be required to attend the various stages of the selection procedure on the dates and times as notified by email. Candidates who fail to attend any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

Candidates who meet the initial requirements of the application process as advertised will proceed to the assessment and selection phase. This is a multi-stage process, as outlined below.

Stage 1 – The Interview

Candidates who satisfy the minimum general, medical, physical, and educational requirements will be invited to attend a competency-based interview where they will be required to demonstrate competency in a selection of the following areas:

Competency	What the candidate will have to display
Teamwork	An aptitude for working within a team environment; to be supportive of others.
High Stress Tolerance	The ability to think and act under pressure, to be emotionally stable.
Personal Motivation and Discipline	A commitment to the Defence Forces as a career. An ability to act on own initiative.
Resilience	Calmness when faced with conflicting demands and when working under pressure.

In the competency-based interview, candidates will be asked to give examples from their own experiences of life, school, university, hobbies, work, pastimes, etc., to demonstrate evidence in several of the above areas. Candidates who fail against any of the individual competencies at interview will be deemed unsuccessful in the competition.

Feedback is available upon request. All requests for feedback must be received within 3 months of issue of the individual's result.

Candidates called for interviews will be required to produce the following documents to the Interview Board:

- Birth Certificate,
- Educational Certificates and results
- Passport
- A passport-sized photograph signed on the back

NOTE: Photocopies are NOT acceptable

Stage 2 Physical Fitness Assessment

Successful candidates who are ranked sufficiently high on Stage 1, will be called to undergo a Physical Fitness assessment, which is designed to test their potential to endure the rigours of military training (see Annex C). Candidates must attain the minimum standard laid down in order to proceed in the competition. A candidate must complete this test as part of their application

and the test is not valid for any other Defences Forces competition. (See Annex C for details of the test and suggested training programme).

Stage 3 – Medical and Physical Examinations

A panel will be formed from Candidates who are successful at previous stages. Candidates on this panel will be required to undergo and pass a detailed medical examination, which includes an audiometric test and pulmonary function tests, blood tests, an electrocardiograph, and a full ophthalmology review.

Candidates who do not pass the medical examination owing to a medical condition that, in the opinion of the Examining Medical Officer, is capable of being remedied by treatment, may be afforded the opportunity of having the condition rectified within one week of their examination at their own expense. Such candidates will be required to submit medical evidence indicating that the condition has been remedied. They may be required to undergo further medical examination by another Medical Officer. Medical fitness will not be confirmed until the results of all tests are available to the Medical Examiner.

Note: If a candidate fails to meet the minimum standard of any part of the Physical Fitness Test or the Suitability Assessments they will NOT be permitted to proceed to the next stage of the competition.

9. 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 the Military Authorities, with a statement that there are no convictions recorded against the candidate or, if applicable, a statement of convictions.

10. Expenses

Candidates, other than a member of the Defence Forces, are liable for all expenses incurred in connection with their participation in the Air Corps Aerospace Technician competition, such as those incurred in connection with their attendance at the medical and interview boards.

11. Nomination of Appointment

A successful candidate will be enlisted in the rank of Airman/Airwoman in the Irish Air Corps.

Successful candidates will complete the following training:

Phase 1: Induction Military Training

Duration: 6 weeks approx.

Successful candidates will complete an initial period (Phase 1: approx. 6 weeks) of military induction training at a military base as directed by Deputy Chief of Staff Operations (D COS OPS).

This course aims to prepare personnel for their role within the Defence Forces (DF). The induction of aerospace technicians is targeted at filling specific knowledge and skills gaps based on their professional qualifications, skills and expertise. This course aims to transition personnel from civilian life to competent, confident and adaptable military personnel by inculcating them with the foundational military knowledge and practical skills to operate effectively in the Defence Forces. The course fosters a deep understanding of the ethos, values and culture of the Defence Forces, introduces leadership, discipline and regulatory frameworks and promotes professional standards in drill, weapons handling, risk management and first aid.

Phase 2: Role-specific Technical Training

Duration: 6 Months approx.

Inductees will undergo a mix of theoretical and on-the-job practical training specific to the requirements of their roles. In addition, inductees may be assigned to further technical training courses in military or civilian establishments in Ireland or abroad. Provisions of Defence Force Regulations on Military Education and Training will apply.

12. Terms of enlistment

- a. A successful candidate will initially be enlisted for five (5) years permanent service and seven (7) years reserve service. On completion of five years permanent service, a member may be permitted to extend the terms of their permanent service to nine (9) years and then to twelve (12) years, should they fulfil such criteria as may be laid down by the Deputy Chief of Staff (Support) in regards to such matters as conduct rating, physical fitness and medical category.
- b. They may then be re-engaged for such a period as will make up a continuous period of twenty-one (21) years' service should they fulfil such criteria as laid down by the Deputy Chief of Staff (Support) in regard to such matters as conduct rating, physical fitness and medical category.
- c. An Aerospace Technician enlisted as a result of this competition, although posted to a particular unit and location may be required to serve anywhere within the State, and

may, from time to time, be required to complete courses in other locations, or deploy overseas.

- d. In the event of an enlisted person leaving the Permanent Defence Force voluntarily at any time, they will be required to pay such cost for discharge as is specified in Defence Forces Regulations A. 10 (subject to change).
- e. A successful candidate may, subject to Defence Force Regulations and to meeting certain criteria and conditions, be permitted to continue in service up to the age of 62 years.
- f. An inductee will be withdrawn from completing the training programme if:
 - they fail to show satisfactory progress at any time during Phase 1 or Phase 2 training, or fail to pass the examinations required to progress on the course, or fail to develop the qualities requisite for the satisfactory completion of the course, or if their conduct or service is unsatisfactory or
 - as a result of examination by a Medical Board, where, at any time, they are found to be in a medical category lower than that prescribed or,
 - at their own written request.
- g. Successful candidates will be required to undertake compulsory random drug testing throughout their career in the Defence Force in accordance with the Defence Act 1954.

13. Overseas service

Under the terms of the Defence Amendment Act 2006, all Defence Forces personnel, if selected, are expected to serve overseas from time to time.

14. Pay, Allowance and PRSI

The following are the current annual rates of pay payable to Air Corps Aerospace Technicians.

Non-Commissioned Personnel: Personal Pension Contribution (PPC) rates when recruited on or after 1 January 2013 - Payscales				
Point		Rate of Pay w.e.f 01 June 2026	Military Service Allowance (MSA)	Total
Private 3 Star/Airman.	1	€653.32	€168.65	€821.97
	2	€680.89	€168.65	€849.54
	3	€706.32	€168.65	€874.97
	4	€727.27	€168.65	€895.92
	5	€743.35	€168.65	€912.00
	6	€752.73	€168.65	€921.38
	7	€793.46	€168.65	€962.11

PRSI:

PAY, ALLOWANCES and PRSI - Enlisted personnel pay PRSI contributions under Class H, which insures them for the range of benefits under the Social Insurance code, including the State Pension (Contributory). The following are the current weekly pay rates applying to successful applicants applying.

PLEASE NOTE: Candidates should note that different pay and conditions may apply if, immediately prior to enlistment, the appointee is a serving member of the Permanent Defence Force.

Military Service Allowance (MSA):

See pay scale above

Aerospace Technicians of Airman / Airwoman rank.

On successful completion of role specific technical training, personnel will be eligible for GP 4 Tech pay.

Method of Pay:

All Defence Forces enlisted personnel are paid on a weekly basis by means of electronic funds to transfer to a designated financial institution.

15. Promotion

A Defence Forces member inducted from this competition may, subject to meeting the stipulated eligibility criteria, be eligible for future promotion within the Permanent Defence Forces, under agreed arrangements between the Department and the Permanent Defence Forces Representative Association (PDFORRA) and in accordance with the provisions of Defence Forces Regulations A.10.

16. Uniform

Items of Uniform are provided to successful candidates.

It should be noted that the current provisions regarding the issue of a uniform may be subject to change in accordance with Government policy.

17. Courses

To ensure that Defence Forces members are competent to carry out their duties, the members 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 a member appointed under these conditions may be required to subscribe to an undertaking (or undertakings) that, in the event of leaving the Permanent Defence Forces 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 their attendance on the course, must be made in full and up-front, i.e. before the actual date of their retirement.

18. Annual Leave

Subject to the exigencies of the service, a Defence Forces member in the rank of Airman/Airwoman, may be granted 28 days leave with full pay and allowances (where issuable) in any one leave year in accordance with the provisions of Defence Forces Regulations A.11.

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.

19. Sick Leave

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

20. Medical attendance and hospital treatment

Primary health care i.e. medical attendance at and treatment by a doctor or primary care medical team in the Defence 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 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.

21. Maternity / Paternity Leave

Statutory provisions in relation to Maternity/Paternity leave apply in the Permanent Defence Forces. Personnel 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 Personnel.

22. 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.

23. Occupational Pension Arrangements

Members of the Permanent Defence Force (PDF) may qualify for occupational pension and retirement lump sum (collectively called superannuation benefits), as well as spouses'/civil partner's and children's contributory pensions, subject to meeting certain terms and conditions.

Successful candidates appointed from this competition will be required to pay appropriate employee pension contributions from weekly pay, as well as the 'additional superannuation contribution' (ASC).

A person's date of first joining the PDF and whether they have any previous Public Service employment will generally decide their specific occupational pension terms.

In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single Public Service Pension Scheme. However, for serving PDF personnel, serving public servants, or individuals with prior public service, if they are successful under this competition, different pension terms may apply, depending on the date they joined the public service and/or the PDF.

Further details are set out in Annex A

1. RETIREMENT BENEFITS

Introduction

- (a) 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 Forces (PDF) from 1 January 2013 onwards as first-time new entrants to the Public Service.

This is provided for under the Public Service (Single Scheme and Other Provisions) Act 2012 (the 2012 Act).

The Single Scheme also applies in the case of 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.

A summary of the main elements of this Scheme are set out below.

Important Note: In certain circumstances, different pension terms, including different contribution amounts, may apply for personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards, if they are not first-time new entrants to the Public Service and/or have previously been in the public service.

- **‘Post-April 2004’** Defence Forces pension scheme arrangements generally apply to military personnel recruited as new entrants to the PDF on or after 1st April 2004 and before 1st January 2013. These ‘post-2004’ pension schemes may also apply 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. These ‘post-2004’ arrangements are governed by the Public Service Superannuation (Miscellaneous Provisions) Act 2004 (the 2004 Act).
- **‘Pre-April 2004’** Defence Forces superannuation arrangements apply where a person joining the PDF is not a new entrant as defined under the 2004 or 2004 Acts. They generally apply to personnel who join the PDF prior to 1 April 2004.
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Specific details on these 'Pre-2013 DF Pensions Scheme arrangements are available, if required, on request from 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 paragraph (c) 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*¹.
- If you finish employment with the PDF before age 50 and have the vesting period, payment of your retirement benefits is normally *deferred* to the qualifying age for *Contributory State Pension (CSP)* from the Department of Employment Affairs and Social Protection (currently age 66).
- Retirement pension (but not lump sum) is *integrated* with the Social Insurance system – see paragraph **(b)** below.

¹ 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.

- 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 will be 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 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) Integration of retirement pension with the Social Insurance system:

New entrants to the Public Service on or after 6 April 1995, , 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 (currently 66). Integration applies to retirement pension and also to employee contributions, but not to retirement lump sum.

(c) **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:

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 €34,500 of pensionable earnings – exempt	First €28,750 of pensionable earnings - exempt
Next €25,500 @ 3.33%	Next €31,250 @ 10%
Balance @ 3.5%	Balance @ 10.5%

(d) **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.

(e) 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):

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

(f) Further information:

Detailed information on Defence Forces pension arrangements can be found on the Department of Defence website at:

<https://www.gov.ie/en/collection/f65fb1-defence-forces-pension-information/>,

including an information note on the Single Pension Scheme at the link:

<https://www.gov.ie/en/department-of-defence/collections/pension-schemes/>

Further, more detailed, information on pension arrangements for Defence Forces members of the Single Pension Scheme can also be found on the Department of Public Expenditure and Reform website <https://singlepensionscheme.gov.ie/for-members/> with Scheme booklets available at the link:

<https://singlepensionscheme.gov.ie/for-members/scheme-information/scheme-booklet/> - see Booklet providing an overview of the Single Scheme for Fast Accrual (Uniformed) members.

Laser Eye Surgery

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

- (a) Candidates who have had their visual acuity corrected by non-laser surgery or laser surgery involving the raising of a corneal flap
- (b) Candidates 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.

Physical Fitness

PHYSICAL FITNESS TEST

The physical fitness assessment is designed to test the candidate's current level of physical fitness and their capacity to undergo the rigours of military training. It is composed of two aspects:

- a. Components of physical fitness, consisting of body composition assessment.
- b. Local muscular endurance and aerobic endurance

FORMAT OF THE DEFENCE FORCE INDUCTION FITNESS TEST (DFIFT)

BODY COMPOSITION ASSESSMENT

This assesses the candidate's body composition. The candidate will undergo a body mass index (BMI) test and an assessment of body fat % will be assessed using skin calliper test (if necessary). Candidates who score > or equal to 30 on the BMI test must undergo a skinfold calliper test. Candidates who score in excess of 70mm (Males) or 80mm (Females) on the skinfold calliper test will not be permitted to continue with the test.

All tests are conducted in sports gear. Candidates are advised to bring the following should they be requested to attend: tracksuit, shorts, singlet or t-shirt, training shoes, towel, and wash gear etc.

Candidates who wish to prepare for the above tests should do so under the guidance of a qualified instructor.

AEROBIC ENDURANCE

Candidates will be required to run 2.4km within the time limit below: (This is a pass or fail test)

Remarks	Males	Females	Distance
Green: test pass	<11 mins 40 sec	<13 mins 10 sec	2.4km
Amber: test pass	<12 mins 45 secs	<13 mins 50 sec	2.4km
Red: test fail	>12 mins 45 secs	>13 mins 50 sec	2.4km

A 'Green' grading reflects the candidate passing the DFIFT and results in immediate selection for induction. An 'Amber' grading reflects a reduced aerobic capacity. The organisation may select these personnel for induction subject to vacancies. If an applicant achieves an amber pass they will be required to

undergo additional fitness training during the induction training period.

A 'Red' grading reflects the candidate who has failed the DFIFT.

An applicant who achieves an "amber" result in their aerobic capacity (run) test may be considered for induction into the Defence Force, should the HR demand exist. Applicants inducted under these circumstances will be required to pass the Defence Force Fitness Test (part 2/run) during the induction training period.

LOCAL MUSCULAR ENDURANCE

This will be assessed using push-ups and sit-ups. The time allowed is 60 seconds (This is a pass or fail test).

	Males	Females
Push-ups: (Minimum requirement)	20	20 (modified)
Sit-ups: (Minimum requirement)	20	20

If a candidate fails to meet any of the above minimum requirements, they will not be permitted to proceed to the next stage of the competition.

Suggested 4 Week Training Programme for Applicants.

Week	Session 1	Session 2	Session 3
1	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 5 sets x 5 reps. Sit Ups 5 sets x 5 reps. Stretch.	15 min Warm up. Tempo Training. 4 x 5 min runs with 2 min recovery. Record your distance. 15min Cool down Stretch.	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.
2	15 min Warm up. Tempo Training. 3 x 6 min runs with 2 min recovery. Record your distance. 15min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15 mins Warm up. Steady Run for 25 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15mins warm up Tempo Training. 2 x 10 Min runs with 2 min recovery. 15mins Cool down. Push Ups 3 sets x 10 reps. Sit Ups 3 sets x 10 reps. Stretch.

3	15 mins Warm up. Steady Run for 30 Mins. Record your distance. 15 min Cool down. Push Ups 3 sets x 12 reps. Sit Ups 3 sets x 12 reps. Stretch.	15mins warm up Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 3 sets x 15 reps. Sit Ups 3 sets x 15 reps. Stretch.	15 mins Warm up. Steady Run for 2 Miles. Record your time. 15 min Cool down. Push Ups 2 sets x 17 reps. Sit Ups 2 sets x 17 reps. Stretch.
4	15mins warm up Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 2 sets x 20 reps. Sit Ups 2 sets x 20 reps. Stretch.	Pre-Test Rehearsal. Push Ups-20 Repetitions/1 Min. Sit Ups-20 Repetitions/1 Min. 1.5-mile run-Timed. Males-11 min 40 sec. Females-13 min 10 sec.	Recovery session. Allow sufficient recovery time between this session and your test date.
5.	20 push-ups (1 Min) 20 sit-ups (1 Min) 1.5mile run (Males - 11 min 40 sec, Females - 13 min 10 sec)		

Points to Note

This Programme is a suggested training programme. You are under no obligation to undertake it. You do so at your own risk.

If you are in any doubt about your fitness levels to undertake this programme, see your Doctor first.

- a. This programme presupposes a certain level of fitness.
- b. **Step 1**-Invest in proper training equipment particularly a good pair of runners.
- c. **Step 2**-Talk to a Defence Force PTI (Physical Training Instructor) or a fitness expert. Get them to help you to tailor this generic programme to suit your ability/lifestyle. Get them to help you with your technique with Push ups and Sit Ups. Videos of correct push ups and sit up technique are available online at www.military.ie
- d. **Step 3**-Mark out a safe route of 1.5 miles/2.4km.
- e. **Step 4**-Get a stopwatch to time your runs.
- f. **Step 5**-Set your goals.

- **Run**-11 min 40 sec Males/13 min 10 sec Females. ○ **Push Ups**-20 Repetitions in One Minute.
- **Sit Ups**-20 Repetitions in One Minute.
- g. Warm Up** ○ Warm up properly before every session.
 - Exercises: Jogging, fast feet, high heels, high knees and high knee skip.
 - Try to keep warm up specific to the activity you are doing.
- h. Heart Rate Intensity:** To achieve the required intensity of exercise, use the simple formula. ○
 Example.
 - $220 - \text{your age} = 220 - 20 = 200.$
 - $75\% \text{ of } 200 = 150 \text{ Beats per minute.}$
 - This is your target Heart Rate to improve your Cardio-Vascular Endurance) *(Required Intensity).
 - Check your HR pre and post exercise.
- i. Cool Down:** ○ Just a general reduction in pace to decrease blood flow to the activated muscles. **j. Stretching:**
 - Stretching is very important pre and post exercise.
 - Stretch all major muscle groups and show particular attention to the muscles that are involved in the activity.
- k. On the Day:** ○ Arrive on time at the test centre. ○
 Eat 2/3 Hours prior to the Test. ○ Bring a snack
 to the Test Centre to stay refuelled. ○ STAY
 HYDRATED. Sip water all day.