

**DEFENCE FORCES**



**TERMS AND CONDITIONS GOVERNING A COMPETITION FOR DIRECT ENTRANT  
DENTAL OFFICERS IN THE DEFENCE FORCES - 2026**

## 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 overriding 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 2026 DIRECT ENTRANT DENTAL OFFICERS only and will be reviewed in advance of any future competition.**

### **TERMS AND CONDITIONS GOVERNING A COMPETITION FOR DIRECT ENTRANT DENTAL OFFICERS IN THE DEFENCE FORCES**

#### **1. Overview**

The Medical Corps is a force enabler and a pivotal entity, entrusted with safeguarding the health and well-being of military personnel and ensuring their preparedness for diverse operational scenarios, in national and international contexts. Comprising a diverse range of medical professionals, the Medical Corps operates under a mission to provide medical services, aligned with the assigned roles of the Defence Forces. The mission encompasses a multifaceted approach to maintaining the physical and mental health of military members, ensuring medical readiness for operational activities, and offering field medical support in various operational and training settings, at home and overseas.

Dental services are provided to all members of the Permanent Defence Forces (PDF), and to members of the Reserve Defence Forces when on training camp or on active duty. Services are provided using a combination of military and civilian dental practitioners working both within Defence Forces barracks and in civilian practices and hospitals.

The Medical Corps have Dental surgeries in the following locations: DFTC, Curragh Camp, Co Kildare; Custume Barracks, Athlone; Collins Barracks, Cork; Casement Aerodrome Cork; Casement; and the Naval Base, Haulbowline, Co Cork.

#### **2. Definition of the role**

Direct Entrant Dental Officers are stationed in one of the dental surgeries which are located in the barracks listed above. Dental Officers are assigned a geographical area of responsibility and are expected to manage the oral health of the troops in that location. This includes the implementation of policies, classification of personnel prior to overseas deployment, forensic charting, provision of whole population treatments, provision of high-risk treatments and management of the associated administration. The Dental Officer is also expected to manage staff at the surgery location, including locum staff, where present.

### **3. General qualifications**

To qualify for the position of a Direct Entrant Dental Officers in The Defence Forces, 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 [commission/enlistment] and
- c. Be of good character and satisfy any security clearance required and
- d. Meet the required minimum standard of age, professional qualifications and medical and physical fitness, as outlined below.

### **4. Age requirements**

All candidates must be under 50 years of age on the closing date of application.

### **5. Minimum professional 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 Direct Entrant Dental Officers must hold:

- a. A degree or licence in dental surgery from a university or recognised licensing body, *and*
- b. Be registered in the Dental Register of the Irish Dental Council. A successful candidate will be required to maintain their registration with the Irish Dental Council for the duration of their Commission.
- c. Have 3 years postgraduate experience and provide on request evidence of good standing with the Irish Dental Council and any other dental council or statutory registration body with which the candidate has been registered.

### **6. Desirable professional/educational qualifications**

[Nil]

### **7. 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 induction process. For this reason, Defence Forces members are subject to regular medical examinations to ensure physical standards' compliance with required regulation.***

## **8. 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](mailto: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 professional 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 long version Birth Certificate, their passport, and a passport-sized photograph signed on the back (Photocopies are not acceptable).

## **9. 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 professional 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
Professional Insight	Demonstrates a commitment to their professional responsibilities supported by knowledge of their role as a Dental Officer and insight of their role as a Dental Officer within the Medical Corps.
Working with Others	Demonstrates the ability to collaborate and work well within a team.
Communication	Exhibits very good communication and interpersonal skills.
Decision Making and Problem Solving	Exhibits the ability to make sound, timely and well-reasoned choices. Utilises judgement grounded in evidence, experience and organisational values.
Leadership	Demonstrate the ability and motivation to take responsibility for others; to co-ordinate and to delegate to others.
Motivation and Resilience	Demonstrate the ability to maintain a high level of drive, commitment and enthusiasm in achieving goals, both personally and organisationally.

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 **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 issuance of the individual's result.]

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

- a. [Birth Certificate,
- b. Professional Qualification/ Certificates and results
- c. Passport
- d. A passport-sized photograph signed on the back

**[NOTE: Photocopies are NOT acceptable]**

## **Stage 2 – Medical and Physical Examinations**

A panel will be formed from Candidates who are successful at interview. 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.]**

### **10. 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.

### **11. Expenses**

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

### **12. Nomination of Appointment**

The nomination of a successful candidate for appointment as a Direct Entrant Dental Officers in the Defence Forces shall be made by the Minister for Defence, whose decision shall be final.

[Following interview, medical and physical examinations, and security clearance being obtained, successful candidates high enough on the order of merit will be offered a placement.

### **13. Terms of Appointment**

- a. Successful candidates will be inducted into the Defence Forces as Commissioned Officers of Captain Rank on a short service commission, of three years.
- b. Successfully candidates will be expected to take up duty as soon as possible, allowing for reasonable notice to their current employers or reasonable expiry of their current contractual obligations but subject to the overriding requirement to fill the vacant appointments.
- c. Dental Officers, on Commissioning, will be posted to the Central Medical Unit and may be required to serve anywhere within the state. Notwithstanding this statement, the Officer Commanding Central Medical Unit, in consultation with the Senior Dental Officer will post Dental Officers to fill vacancies within the Defence Forces Dental Services at the following locations: DFTC, Curragh Camp, Co Kildare; Custume Barracks, Athlone; Collins Barracks, Cork; Casement Aerodrome, Baldonnel; and the Naval Base, Haulbowline, Co Cork.
- d. Under the terms of the Defence Amendment Act 2006, all Defence Forces personnel, if selected, are expected to serve overseas from time to time.
- e. 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 and the Defence Force Regulation A7.
- f. Dental Officers are required to undergo a training course in basic military skills, health & safety, military leadership, protocol and administration, in addition to continued professional development. Initial Induction Training takes approximately six (6) weeks and will take place within 12 months of commencing employment with the Defence Forces.
- g. Dental Officers are also required to undergo physical training and attend military exercises in a participative capacity.

h. As set out in Defence Force Regulation A.15, the mandatory retiring age for a Dental Officer in the Permanent Defence Force is 62 years.

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

**14. 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.

**15. Pay, Allowance and PRSI**

The following are the current annual rates of pay, payable to Direct Entrant Dental Officers:

- **PAY, ALLOWANCES AND PRSI OF MEDICAL OFFICERS**

The following are the current annual rates of pay payable to a Medical Officer in the rank of Captain with effect from 01 February 2026.

<b>RATE OF PAY W.E.F. 01 February 2026</b>				
<b>OFFICERS PAY-SCALE RATE 3 – MEDICAL - PPC Scale</b>				
		<b>PAY</b>	<b>MILITARY SERVICE ALLOWANCE (MSA)</b>	<b>TOTAL PAY inclusive of MSA</b>
	<b>Point Scale</b>	<b>Personal Pension Contribution (PPC) Scale (Class A)</b>	<b>Personal Pension Contribution (PPC) Rate (Class A)</b>	<b>Personal Pension Contribution (PPC) Rate (Class A)</b>
<b>Rank on appointment;</b>				
<b>Captain</b>	<b>1st</b>	<b>€73,287</b>	<b>€6,287</b>	<b>€79,574</b>

	2nd	€74,331	€6,287	€80,618
	3rd	€75,426	€6,287	€81,713
	4 <sup>th</sup>	€79,305	€6,287	€85,592
	5 <sup>th</sup>	€83,271	€6,287	€89,558
	6 <sup>th</sup>	€83,508	€6,287	€89,795
	7 <sup>th</sup>	€85,014	€6,287	€91,301
Maximum Scale Point	8 <sup>th</sup>	€85,664	€6,287	€91,951
	1 <sup>st</sup> LSI	€92,303	€6,287	€98,590
	2 <sup>nd</sup> LSI	€94,406	€6,287	€100,693

**\*A long service increment is 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.**

**In addition to salary, a Medical Officer may also be paid the following:**

#### **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** €95.72 per day
- **Commandant and above** €105.30 per day

**In addition, an Overseas Armed Peace Support Allowance of €29.47 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.

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

€3,800 to an Officer Commissioned for a period of 9 consecutive months, or

€5,700 to an Officer commissioned for a period of 12\* consecutive months, or

€7,900 to an Officer Commissioned for a period of 15\* consecutive months.

Short Service Pay, which is non-pensionable, is subject to income tax, PRSI and USC in the normal way.

*\*Short service pay for the periods of 12 and 15 months will not be paid if the Officer has applied for and, subject to vacancies, has been offered, a commission without limitation as to time.*

The following allowances may also be payable:

- Specialised Pay - Specialised Pay for Medical Officers who hold higher specialists' qualifications (€17,777)
- Emergency Medical Officer Allowance - This is a duty allowance that is paid to eligible personnel, in defined circumstances, currently €98.27per day.

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

**Note: The rate of remuneration, including the payment of the allowances outlined above, are subject to review and adjustment on an ongoing basis in accordance with changes applicable across the Public Service generally as per Government Policy.**

**(b) All new entrants to the Public Service on or after 6 April 1995, including a person appointed from this competition as a Dental Officer in the Defence Forces, are generally liable to pay PRSI contributions at the full Class A rate, in addition to employee contributions for personal and survivors' *superannuation* benefits. Such persons are subject to PPC rates of remuneration (see pay scales above); and their occupational pension is subject to integration with the Social Insurance system (see paragraph 14 following).**

**(c) A person appointed from this competition as a Dental Officer in the Defence Forces who immediately prior to appointment was covered by modified Social Insurance as a Public Sector employee, will, subject to social insurance rules, be liable to pay PRSI contributions at the Class C rate, as well as *superannuation* contributions for survivors' pensions only (see paragraph 14). Such persons are subject to non-PPC rates of remuneration. Details of such pay rates are available on request.**

**(d) Method of Pay**

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

- **UNIFORM**

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

**In the initial year:**

**Male - €2,171.92**

**Female - €2,615.46**

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

**Male - €1,391.03**

**Female - €1,840.81**

**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, Galway. The allowance for the initial and the dress uniforms are 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.**

## **16. Promotion**

A Dental Officer inducted from this competition who is granted a commission without limitation as to time may, subject to meeting the stipulated eligibility criteria, compete for future promotion competitions within the Permanent Defence Force, under agreed arrangements between the Department and the Representative Association of Commissioned Officers and in accordance with the provisions of Defence Force Regulation A.15.

## **17. Courses**

To ensure that Defence Forces members are competent to carry out their duties, their 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. However, in every case, the granting of permission to a Commissioned member to retire or resign from the Defence Forces is a matter of the appropriate authority in accordance with the relevant provisions of the Defence Act.

### **18. Annual Leave**

Subject to the exigencies of the service, a Defence Forces member in the rank of Captain/Lt(NS), may be granted 31 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. RETIREMENT BENEFITS**

This should be read in conjunction with **Paragraph 15 (Pay, Allowances and PRSI)** and **Annex A**.

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

The main benefits are:

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

**Pension** contributions are payable by the scheme members from their Defence Forces salary towards their retirement and dependant's benefits.

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

# 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 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.

***Note: In some circumstances, different pension terms may apply for personnel who join the Permanent Defence Forces (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. This is relevant in particular for personnel who are currently serving in PDF or in another public service body. Specific details on previous ‘Pre-2013’ schemes are available 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*<sup>1</sup>.
- 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.
- 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).

---

<sup>1</sup> 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.

- 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, including Commissioned Officers in the PDF, are insurable for full PRSI. For this reason, public service retirement (or spouse's / civil partner's) pensions are subject to **integration** with the State Social Insurance system in accordance with standard Public Service arrangements. This means that a person's entitlement to the range of Social Insurance benefits (including the Contributory State Pension) is taken into account when calculating the amount of retirement pension payable. In an integrated pension scheme, the Contributory State Pension (CSP) is regarded as part of the employee's total pension package. Under standard Public Service arrangements, this integration of retirement pension with the Social Insurance system applies from the time the retirement (or spouse's / civil partner's) pension commences payment. This means the retirement pension is adjusted (reduced) from the start by a Social Insurance State Pension *offset*, regardless of whether the person has reached Contributory State Pension age (currently 66). Integration applies to retirement pension and 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<sup>2</sup>

- .
- **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:

---

<sup>2</sup> Note: Different contribution rates apply for a member of a 'DF Pre-2013 Scheme'

<b>Additional Superannuation Contribution</b>	
<b>All Public Servants who are members of the Single Public Service Pension Scheme</b>	<b>Fast Accrual members of pre-2013 Public Service Pension Schemes</b>
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/>**.

Further information on pension arrangements for Defence Forces members of the Single Pension Scheme can be found on the Department of Public Expenditure and Reform website

**<https://singlepensionscheme.gov.ie/for-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.