TERMS AND CONDITIONS GOVERNING THE 2026 ENLISTMENT OF DENTAL NURSES (Cork only) 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 applicant is satisfied that they fulfil all of the governing conditions detailed in this document.

The acceptance by the Chief of Staff - Defence Forces, of an application form from a person desiring to enlist as a Dental Nurse in the Defence Forces 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 enlistment in 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.

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

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

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

CANVASSING WILL DISQUALIFY

NOTE FOR FUTURE COMPETITIONS

These conditions apply for the 2026 Dental Nurses (Cork only) Competition only and may be reviewed in advance of any future competition.

1. GENERAL QUALIFICATIONS.

All applicants must at the time of application be:

(i) a citizen of the State,

Or

(ii) be any other person who has a lawful entitlement to reside and work within the State for the period of enlistment required and for the period of time that is required for the purpose of any such appointment and

(iii) be of good character and satisfy any security clearance requirement and

(iv) must not be the subject of any fitness to practice investigation or inquiry and has not had their registration restricted and

(v) meet the required minimum standards of medical and physical fitness (as outlined at Paragraph 4).

2. AGE REQUIREMENTS.

Candidates must be 18 years of age and less than 39 years of age on the closing date for receipt of applications, which for this competition is **31 Dec 2026**.

3. PROFESSIONAL QUALIFICATIONS

Candidates seeking an appointment as a Dental Nurse in the Central Medical Unit (CMU) in the Defence Forces must at the time of application have a Dental Nursing Qualification and be registered or have capacity to register with the Irish Dental Council as a Dental Nurse.

Post-graduate practical experience along with a completed Dental Radiography qualification would be an advantage.

4. MEDICAL AND PHYSICAL STANDARDS

Candidates will be required to undergo a detailed medical and dental examination, which will include urine and blood tests. This examination is to ensure that candidates are in good mental and physical health and free from any condition, abnormality or history of serious illness likely to interfere with the efficient performance of military duties.

The following are the minimum physical requirements:

a. Height

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

b. Vision

Unaided and untreated vision of not less than 6/36 in both eyes, but which can be corrected to at least 6/12 in each eye or not less than 6/6 in the right eye and not less than 6/36 in the left eye. Eyesight must be surgically untreated or, in the case of laser eye surgery meet certain criteria (see Annex B below), colour vision must be normal. Both eyes must be free from disfiguring or incapacitating abnormality and free from acute or chronic disease. There must be no evidence of squint or latent squint. Applicants who have had previous incisional or laser treatment to correct visual acuity may be excluded from eligibility. This is dependent on the nature of the laser eye surgery performed and on the pre and post-surgery condition of the applicant. See **Annex B** below.

c. Dental

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

d. Hearing

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

(i) 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

(ii) Candidates under 25 years of age must be able to hear all measured pure tones up to and including 8 kHz at 20dB in each ear 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 or music for a period of 48 hours prior to this audiometric test, as exposure to such noise may adversely affect the results of the test.

5. APPLICATION FORM

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

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

Each application is acknowledged automatically 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 recruitment@defenceforces.ie

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

6. Selection Process

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

Stage 1. Interview Board

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

Original documentary evidence of their Professional Qualifications and Registration with the Dental Council (An Chomhairle Fiacloireachta)

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

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

An applicant may be required to undergo a written and verbal examination to prove 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.

A panel of candidates who are successful at interview will be formed in order of merit from which future vacancies may be filled. This panel will remain in place for a period of 18 months from the date of its approval by the Deputy Chief of Staff (Support).

Stage 2. Medical and Physical Examination

Candidates who are successful at the interview stage will be required to undergo a detailed medical examination, including audiometric test. The medical examination will include the provision of urine and blood samples. This detailed medical examination is part of the selection process and does not imply that a candidate has qualified for enlistment. As part of the medical examination, a candidate will also be required to give full and accurate information on their family medical history as requested by the examining Doctor.

7. EXPENSES

Candidates are liable for all expenses incurred in connection with their participation before the Interview and Medical Boards.

8. EMPLOYEE VETTING BY AN GARDA SIOCHANA.

Candidates who are invited to attend before an Interview Board will be required to complete and sign a Garda Vetting Application Form. This will, pursuant to the Data Protection Act 2018, authorise An Garda Síochána to furnish to the Military Authorities, a statement that there are no convictions recorded against the candidate, or if applicable, a statement of convictions.

9. RANK ON ENLISTMENT

The successful candidate will be enlisted in the rank of Corporal or Naval service equivalent. The candidate will be required to serve in Cork as determined by the operational requirements of the Defence Forces with current vacancies in the following locations: Collins Barracks, Cork, T23 VA02, Kilworth Camp, Kilworth, Co. Cork, P61 FT89 and Haulbowline Irish Naval Base, Haulbowline, Cobh, Co. Cork P24 CP21. Candidates will be expected to work in barrack locations in regional centres for short periods from time to time and may be required to serve overseas where necessary.

10. CONDITIONS ON ENLISTMENT

a) A successful candidate will initially be enlisted for five (5) years' service in the Permanent Defence Force on completion of which they may be permitted to extend the term of their permanent service to nine (9) years and then to (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) A successful candidate 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 may be laid down by the Deputy Chief of Staff (Support) in regard to such matters as conduct rating, physical fitness and medical category.

c) Enlisted personnel may, subject to Defence Forces Regulations and to meeting certain criteria and conditions be permitted to continue in service to the age of 62 years in all enlisted ranks.

d) Dental Nurses may be eligible for consideration for promotion once defined career courses have been successfully completed. Any such promotion is subject to there being vacancies in the rank establishment at that time.

e) The first nine (9) months of service are regarded as a probationary period. If however, the candidate is found to be unsatisfactory, they may be discharged from the Permanent Defence Force.

f) A Dental Nurse will not be required to serve outside the State.

11. PAY, ALLOWANCES AND PRSI OF DENTAL NURSES

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 pay rates for Dental Nurses w.e.f. 01 June 2026. These pay rates will apply to candidates who, on appointment to the Permanent Defence Force under this competition as Dental Nurses, are members of the Single Public Service Pension Scheme (see **Annex A** for further details):

RANK	POINT	RATE OF PAY w.e.f 01 June 2026	Military Service Allowance	Total Pay
Corporal	1	€813.48	€168.65	€982.13
	2	€828.58	€168.65	€994.23
	3	€843.85	€168.65	€1,012.50
	4	€859.00	€168.65	€1,027.65

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

Technician Pay: A Dental Nurse will be placed on Group 3 Technician Pay, at a rate of **€53.94** per week

Military Service Allowance: As per table above.

Note: It should be noted that the rate of remuneration and 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. Different rates of pay and allowances apply where candidates appointed as Dental Nurses in the Defence Forces under this competition are not members of the Single Public Service Pension Scheme.

Method of Payment

Currently a Dental Nurse is paid on a weekly basis by means of electronic funds transfer to a designated financial institution.

12. OCCUPATIONAL PENSION ARRANGEMENTS

Members of the Permanent Defence Force may qualify for occupational pension and retirement gratuity (collectively called superannuation benefits) subject to meeting certain terms and conditions. A person's date of first joining the Defence Forces and whether they have any previous Public Service employment will generally decide their specific occupational pension terms. 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). In general, anyone joining pensionable public service employment on or after 1 January 2013 is a member of the Single Public Service Pension Scheme.

Further details are set out in Annex A

13. CLOTHING

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.

14. LEAVE

Subject to the exigencies of the service, annual leave not exceeding thirty-one days may be granted in any one leave year.

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.

15. SICK LEAVE

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

16. HEALTH AND WELFARE

Medical attendance, hospital and dental treatment are provided free subject to the limitations as required by law.

Personnel in the Defence Forces are subject to compulsory random drug testing and personnel failing a drug test are liable to be discharged from the Defence Forces.

17. COURSES

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

Personnel may be required to undergo special courses of training, which will be undertaken subject to the provisions of Defence Forces Regulations governing military education and training.

Personnel will be required to subscribe to an undertaking that in the event of their leaving the Defence Forces within a specified time of completing such training, they will be required to refund the cost of the training to the Minister for Defence.

Annex A

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 (Single Scheme). **This Scheme applies to all military personnel who join the Permanent Defence Force (PDF) from 1 January 2013 onwards as first-time new entrants to the Public Service.**

The Single Scheme also applies if you are a former pensionable public servant who 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 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.

Single Scheme – summary of main elements for PDF members

- It is a d*efined benefit* scheme based on *Career-Average Earnings*.
- Retirement benefits – pension and lump sum – are primarily based on % of *pensionable earnings* throughout your public service career as a Single Scheme member.
- PDF members pay a 7.5% employee contribution from salary towards their Single Scheme benefits, as well as an *Additional Superannuation Contribution* (ASC) – see **Notes 1 and 2 below**.
- Each year, 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].

[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.

- 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)[2] from the Department of Social Protection.

- 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 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.

(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. Enlisted personnel in the PDF are insurable for Class H PRSI, which gives broadly similar entitlements to full PRSI, and their pension is subject to the same integration.

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

Integration 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*[3], 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 under the Single Scheme of a 'supplementary retirement pension' in the period between Defence Forces mandatory retirement age and State Pension qualifying age.

(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 dependants) plus 3.3% of pensionable remuneration.

- **Note 2** – Subject to certain exemption thresholds, all Public Servants who are in pensionable employment – including members of the PDF – are also liable to pay an *Additional Superannuation Contribution* (ASC). The ASC is separate from the standard employee pension contributions mentioned above. No additional superannuation benefits are earned as a result of the ASC. The ASC applies to pensionable earnings above certain thresholds at different bands and percentage rates depending on the pension scheme applicable to the member. From 1 January 2020, the ASC bands / rates are as follows:

[3] The current value (at January 2025) of the Contributory State Pension (CSP) reduction is €289.30 per week

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

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.

(g) Further information:

Further information on pension arrangements for Defence Forces' members of the Single Pension Scheme can be found on the Department of Defence website at;
https://www.gov.ie/en/collection/f65fb1-defence-forces-pension-information/
and
https://www.gov.ie/en/collection/2a3969-pension-schemes/ - see Enlisted Personnel Single Scheme booklet

See also 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

Annex B

Laser Eye Surgery

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

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

(b) Applicants who have had corrective laser surgery not involving the raising of a corneal flap, within 12 months of the advertised closing date for receipt of applications

(c) Where there continues to exist, beyond one year of corrective laser surgery not involving the raising of a corneal flap, significant visual impairment or side effects related to the surgery, or both

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