

Military Ranks

Rank	Represented by
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Vice Admiral - Lieutenant General
Major General
Brigadier General

*General
Officers*

Colonel (Captain)
Lieutenant Colonel (Commander)
Commandant (Lieutenant Commander)
Captain (Lieutenant)
Lieutenant (Sub-Lieutenant)
2nd Lieutenant (Ensign)

*Commissioned
Officers
Represented by
RACO*

(Note: Naval Service Equivalent in
Brackets)

Cadet

Non Commissioned Officers Other Ranks
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Sergeant Major
Battalion Quartermaster Sergeant
Company Sergeant
Company Quartermaster Sergeant
Sergeant
Corporal
Private

*Represented by
PDFORRA*

ANNEX B
MERGED
VERSION

OFFICERS PAY RATE 1 - CLASS A (Line Officers)						
Recruitment Ranks	Point	01-Jan-10	01 January 2010 following Application of HRA	NRP 01 Jan 2011	Point	01 November 2013 (Merged 2010 + 2011 Pay Scales)
Rank (Army/NS)						
Second-Lieutenant/Ensign	1st	€31,573	€31,573	€28,416	1st	€28,985
	2nd	€32,838	€32,838	€29,554	2nd	€32,838
Lieutenant/Sub Lt	1st	€35,961	€35,961	€32,365	1st	€34,130
	2nd	€37,226	€37,226	€33,503	2nd	€34,720
	3rd	€38,618	€38,618	€34,756	3rd	€35,961
	4th	€39,890	€39,890	€35,901	4th	€37,226
	5th	€41,163	€41,163	€37,047	5th	€38,618
	6th	€41,891	€41,891	€37,702	6th	€39,890
	7th	€42,949	€42,949	€38,654	7th	€41,163
	8th	€44,010	€44,010	€39,609	8th	€41,891
					9th	€42,949
					10th	€44,010
Promotion Ranks						
Captain/Lieutenant	1st	€45,077	€45,077			
	2nd	€46,180	€46,180			
	3rd	€47,274	€47,274			
	4th	€48,388	€48,388			
	5th	€49,490	€49,490			
	6th	€50,583	€50,583			
	7th	€52,978	€52,978			
Maximum Scale Point						
1st LSI		€55,055	€55,055			
2nd LSI		€57,237	€57,237			
Commandant/Lt. Cdr.	1st	€57,294	€57,294			
	2nd	€58,514	€58,514			
	3rd	€59,721	€59,721			
	4th	€60,934	€60,934			
	5th	€62,147	€62,147			
	6th	€66,436	€66,436			
Maximum Scale Point						
1st LSI		€68,988	€68,988			
2nd LSI		€71,646	€71,646			
Lieutenant-Colonel/Cdr.	1st	€70,672	€70,672			
	2nd	€72,478	€72,478			
	3rd	€74,512	€74,512			
	4th	€76,445	€76,445			
Maximum Scale Point						
1st LSI		€77,556	€77,556			
2nd LSI		€78,668	€78,668			
Colonel/Captain	1st	€81,087	€81,087			
	2nd	€85,807	€85,807			
	3rd	€90,539	€90,539			
	4th	€98,075	€98,075			

OFFICERS PAY RATE 2 - CLASS A (Engineer, Legal, Army School of Music, Executive Branch & Communications - Naval Service, Psychologists and Military Analyst (Captain))						
Recruitment Ranks	Point	01-Jan-10	01 January 2010 following Application of HRA	NRP 01 Jan 2011	Point	01 November 2013 (Merged 2010 + 2011 Pay Scales)
Rank (Army/NS)						
Lieutenant/Sub Lt.	1st	£43,533	£43,533	£39,180	1st	£41,090 2011 Average 2nd, 3rd & 4th points
	2nd	£44,907	£44,907	£40,416	2nd	£41,727 2011 Average 2nd, 3rd & 4th points
	3rd	£46,404	£46,404	£41,764	3rd	£43,553 2010 1st point
	4th	£47,779	£47,779	£43,001	4th	£44,907 2010 2nd point
	5th	£48,918	£48,918	£44,026	5th	£46,404 2010 3rd point
	6th	£49,931	£49,931	£44,938	6th	£47,779 2010 4th point
	7th	£51,078	£51,078	£45,970	7th	£48,918 2010 5th point
	8th	£52,227	£52,227	£47,004	8th	£49,931 2010 6th point
					9th	£51,078 2010 7th point
					10th	£52,227 2010 8th point
Promotion Ranks						
Captain/Lieutenant	1st	£54,290	£54,290			
	2nd	£55,486	£55,486			
	3rd	£56,673	£56,673			
	4th	£57,865	£57,865			
	5th	£59,058	£59,058			
	6th	£60,240	£60,240			
	7th	£62,827	£62,827			
Maximum Scale Point		£65,080	£65,080			
1st LSI		£67,398	£67,398			
2nd LSI						
Commandant/Lt. Cdr.	1st	£65,109	£65,109			
	2nd	£65,757	£65,757			
	3rd	£67,928	£67,928			
	4th	£70,114	£70,114			
	5th	£72,293	£72,293			
	6th	£77,667	£77,667			
Maximum Scale Point		£80,270	£80,270			
1st LSI		£82,972	£82,972			
2nd LSI						
Lieutenant-Colonel/Cdr.	1st	£83,227	£83,227			
	2nd	£85,103	£85,103			
	3rd	£87,209	£87,209			
	4th	£89,215	£89,215			
Maximum Scale Point		£90,369	£90,369			
1st LSI		£91,519	£91,519			
2nd LSI						
Colonel/Captain	1st	£94,032	£94,032			
	2nd	£98,924	£98,924			
	3rd	£103,818	£103,818			
	4th	£111,617	£111,617			
Special Direct Entry						
Captain/Lieutenant	1st	£54,290	£54,290	£48,861	1st	£50,472 2011 Average 2nd, 3rd & 4th points
	2nd	£55,486	£55,486	£49,937	2nd	£51,007 2011 Average 2nd, 3rd & 4th points
	3rd	£56,673	£56,673	£51,006	3rd	£52,290 2010 1st point
	4th	£57,865	£57,865	£52,079	4th	£53,486 2010 2nd point
	5th	£59,058	£59,058	£53,152	5th	£54,865 2010 3rd point
	6th	£60,240	£60,240	£54,216	6th	£55,865 2010 4th point
	7th	£62,827	£62,827	£56,544	7th	£57,058 2010 5th point
Maximum Scale Point		£65,080	£65,080	£58,572	8th	£60,240 2010 6th point
1st LSI		£67,398	£67,398	£60,658	9th	£62,827 2010 7th point
2nd LSI					1st LSI	£65,000 2010 1st LSI HRA
					2nd LSI	£65,000 2010 2nd LSI HRA

OFFICERS PAY RATE 3 - CLASS A MEDICAL OFFICERS

Recruitment Ranks	Point	01-Jan-10	01 January 2010 following Application of HRA	NRP 01 Jan 2011	NRP 01 Jan 2011 following Application of HRA	Point	01 November 2013 (Merged 2010 + 2011 Pay Scales)
Lieutenant	1st	€40,784	€40,784	€36,706	€36,706	1st	€38,419
	2nd	€42,015	€42,015	€37,814	€37,814	2nd	€38,988
	3rd	€43,360	€43,360	€39,024	€39,024	3rd	€40,784
	4th	€44,585	€44,585	€40,127	€40,127	4th	€42,015
	5th	€45,610	€45,610	€41,049	€41,049	5th	€43,360
	6th	€46,516	€46,516	€41,864	€41,864	6th	€44,585
	7th	€47,545	€47,545	€42,791	€42,791	7th	€45,610
	8th	€48,573	€48,573	€43,716	€43,716	8th	€46,516
						9th	€47,545
						10th	€48,573
Captain	1st	€64,485	€64,485	€58,037	€58,037	1st	€60,769
	2nd	€66,917	€65,000	€60,225	€60,225	2nd	€61,311
	3rd	€68,126	€65,000	€61,313	€61,313	3rd	€64,485
	4th	€69,327	€65,514	€62,394	€62,394	4th	€65,000
	5th	€70,522	€66,643	€63,470	€63,470	5th	€65,000
	6th	€73,497	€69,455	€66,147	€65,000	6th	€65,514
Maximum Scale Point (MSP)		€75,374	€71,228	€67,837	€65,000	7th	€66,643
1st LSI		€76,697	€72,479	€69,027	€65,231	MSP 8th	€69,455
2nd LSI						1st LSI	€71,228
						2nd LSI	€72,479
Promotion Ranks							
Commandant	1st	€77,567	€73,301				
	2nd	€78,880	€74,542				
	3rd	€80,185	€75,770				
	4th	€81,809	€77,264				
Maximum Scale Point	5th	€84,531	€79,769				
1st LSI		€89,247	€84,107				
2nd LSI		€91,816	€86,471				
Lieutenant-Colonel	1st	€92,906	€87,474				
	2nd	€94,928	€89,334				
	3rd	€97,203	€91,427				
Maximum Scale Point	4th	€99,367	€93,418				
1st LSI		€100,605	€94,557				
2nd LSI		€101,847	€95,699				
Colonel	1st	€103,029	€96,787				
	2nd	€108,101	€101,453				
	3rd	€113,210	€106,153				
	4th	€121,491	€113,772				

OFFICERS PAY RATE 3 - CLASS A DENTAL OFFICERS							
Recruitment Ranks	Point	01-Jan-10	01 January 2010 following Application of HRA	NRP 01 Jan 2011	NRP 01 Jan 2011 following Application of HRA	Point	01 November 2013 2010 + 2011 Pay Scales) (Merged
Lieutenant	1st	€40,784	€40,784	€36,706	€36,706	1st	€38,419
	2nd	€42,015	€42,015	€37,814	€37,814	2nd	€38,988
	3rd	€43,360	€43,360	€39,024	€39,024	3rd	€40,784
	4th	€44,585	€44,585	€40,127	€40,127	4th	€42,015
	5th	€45,610	€45,610	€41,049	€41,049	5th	€43,360
	6th	€46,516	€46,516	€41,864	€41,864	6th	€44,585
	7th	€47,545	€47,545	€42,791	€42,791	7th	€45,610
	8th	€48,573	€48,573	€43,716	€43,716	8th	€46,516
						9th	€47,545
						10th	€48,573
Captain	1st	€58,747	€58,747	€52,872	€52,872	1st	€57,054
	2nd	€61,822	€61,822	€55,640	€55,640	2nd	€57,881
	3rd	€64,964	€64,964	€58,468	€58,468	3rd	€58,747
	4th	€66,151	€66,151	€59,536	€59,536	4th	€61,822
	5th	€67,310	€67,310	€60,579	€60,579	5th	€64,964
	6th	€67,804	€67,804	€61,024	€61,024	6th	€65,000
Maximum Scale Point (MSP)		€72,866	€72,866	€65,579	€65,579	7th	€65,000
1st LSI		€74,470	€74,470	€67,023	€67,023	MSP 8th	€65,000
2nd LSI						1st LSI	€68,858
						2nd LSI	€70,374
Promotion Ranks							
Commandant	1st	€75,315	€71,173				
	2nd	€77,212	€72,965				
	3rd	€79,114	€74,763				
	4th	€81,012	€76,551				
	5th	€82,911	€78,278				
Maximum Scale Point		€85,646	€80,794				
1st LSI		€91,709	€86,372				
2nd LSI							
Lieutenant-Colonel	1st	€89,969	€84,771				
	2nd	€91,274	€85,972				
	3rd	€92,579	€87,173				
	4th	€93,885	€88,374				
Maximum Scale Point		€95,190	€89,575				
1st LSI		€96,550	€90,826				
2nd LSI							

OFFICERS PAY RATE 3 - CLASS A PHARMACEUTICAL CHEMISTS						
Recruitment Ranks	Point	01-Jan-10	01 January 2010 following Application of HRA	NRP 01 Jan 2011	NRP 01 Jan 2011 following Application of HRA	Point 01 November 2013 (Merged 2010 + 2011 Pay Scales)
Captain	1st	€59,049	€59,049	€53,144	€53,144	1st
	2nd	€60,185	€60,185	€54,167	€54,167	2nd
	3rd	€61,305	€61,305	€55,175	€55,175	3rd
	4th	€62,446	€62,446	€56,201	€56,201	4th
	5th	€63,577	€63,577	€57,219	€57,219	5th
	6th	€64,702	€64,702	€58,232	€58,232	6th
	7th	€67,759	€65,000	€60,983	€60,983	7th
Maximum Scale Point (MSP)		€69,343	€65,529	€62,409	€62,409	8th
1st LSI		€71,517	€67,584	€64,365	€64,365	MSP 9th
2nd LSI						1st LSI
						2nd LSI
Promotion Ranks						
Commandant	1st	€68,173	€65,000			
	2nd	€69,311	€65,449			
	3rd	€70,451	€66,576			
	4th	€71,594	€67,656			
	5th	€72,732	€68,732			
	6th	€76,954	€72,722			
Maximum Scale Point		€79,420	€75,052			
1st LSI		€81,987	€77,428			
2nd LSI						

ALLOWANCES - OFFICERS - CLASS C			
Military Service Allowance	01-Jan-10	HRA 01-Jul-2013	HRA Para 2.31 01-Nov-13
RATE 1			
Second-Lieutenant/Engine	£4,495.00	£4,495.00	£4,495.00
Lieutenant/Sub Lt.	£4,495.00	£4,495.00	£4,495.00
Captain	£4,495.00	£4,495.00	£4,495.00
Commandant/Lt. Col.	£4,767.00	£4,767.00	£4,767.00
Lieutenant-Colonel/Cdr.	£4,681.00	£4,681.00	£4,681.00
Colonel/Captain	£4,681.00	£4,681.00	£4,681.00
RATE 2			
Lieutenant/Sub Lt.	£4,852.00	£4,852.00	£4,852.00
Captain/Lieutenant	£4,852.00	£4,852.00	£4,852.00
Commandant/Lt. Col.	£4,852.00	£4,852.00	£4,852.00
Lieutenant-Colonel/Cdr.	£4,852.00	£4,852.00	£4,852.00
Colonel/Captain	£4,852.00	£4,852.00	£4,852.00
RATE 3			
Lieutenant	£4,344.00	£4,344.00	£4,344.00
Captain	£4,344.00	£4,344.00	£4,344.00
Commandant	£4,640.00	£4,640.00	£4,640.00
Lieutenant-Colonel	£4,324.00	£4,324.00	£4,324.00
Colonel/Captain	£4,818.00	£4,818.00	£4,818.00
PHARMACEUTICAL CHEMISTS			
Captain	£4,852.00	£4,852.00	£4,852.00
Commandant	£4,852.00	£4,852.00	£4,852.00
ALLOWANCES - OFFICERS - CLASS C			
Additional Pay and Flying Pay			
Please note that the rate of flying pay for cadets is the lower rate of flying pay payable to NCO's at a daily rate			
A. The Air Corps: Flying Pay			
Trainee Pilot	£1,202.00	£1,202.00	£1,202.00
On qualification	£2,518.00	£2,518.00	£2,518.00
After 2 years' service	£3,528.00	£3,528.00	£3,528.00
After 4 years' service	£4,603.00	£4,603.00	£4,603.00
After 6 years' service	£5,722.00	£5,722.00	£5,722.00
After 8 years' service	£6,899.00	£6,899.00	£6,899.00
After 10 years' service	£8,202.00	£8,202.00	£8,202.00
After 12 years' service	£16,140.00	£16,140.00	£16,140.00
On promotion to Lt. Col.	£13,455.00	£13,455.00	£13,455.00
On promotion to Colonel	£6,999.00	£6,999.00	£6,999.00
Non-Pilot officers engaged on duties which require to be carried out in the air	£1,202.00	£1,202.00	£1,202.00
B. The Air Support Company			
Signal Corps: Flying Pay - Officer	£1,202.00	£1,202.00	£1,202.00
C. The Air Corps: Air Traffic Control Personnel			
ATC Assistant	£1,461.00	£1,461.00	£1,461.00
ATC Aerodrome Controller	£2,189.00	£2,189.00	£2,189.00
ATC Aerodrome & Approach Radar Controller	£7,306.00	£7,306.00	£7,306.00
ATC Aerodrome and Approach Radar Controller (two years experience) and Watch Supervisor	£13,763.00	£13,763.00	£13,763.00
D. Army Medical Corps:			
(i) Specialists' Pay	£13,455.00	£13,455.00	£13,455.00
Assistant Surgeon	£1,804.00	£1,804.00	£1,804.00
(ii) O/C of Military Hospital (not above Lt. Col and not in receipt of add. pay under (i) above	£13,455.00	£13,455.00	£13,455.00

ALLOWANCES - OFFICERS

ALLOWANCES - OFFICERS	01-Jan-10	HRA 01 Jul 2013	01/01/11	HRA 01 July 2013	01-Nov-13
Army Ranger Wing Allowance - Weekly	£132.64	£132.38	£132.38	£132.64	£132.64
Headier Duty Allowance - Weekly					£ raised from 01/07/2013
Brigade Duty Officer - daily	£53.13	£53.13	£47.82	£47.82	£53.13
Chaplain's Housekeepers Allowance	£1,868.00	£1,868.00	£1,861.00	£1,861.00	£1,868.00
Diving Allowance - daily	£49.91	£48.92	£44.92	£40.43	£44.92
Diving Allowance - annual	£4,122.00	£3,711.00	£3,711.00	£3,110.00	£3,711.00
Emergency Medical Officer - Daily	£78.29	£70.40	£70.40	£61.42	£70.40
Explosive Ordnance Disposal Duty Allowance - Daily	£94.19	£83.77	£84.77	£76.35	£84.77
Foreign Language Proficiency Allowance - Annual	£2,249.00	£2,249.00	£2,434.00	£2,434.00	£2,249.00
Foreign Language Proficiency Allowance - Rate 2	£2,062.00	£2,062.00	£1,856.00	£1,856.00	£2,062.00
Minimum STNAG 6001 Level 3.1.1.1					
Foreign Language Proficiency Allowance - Rate 3	£915.00	£915.00	£824.00	£824.00	£915.00
Minimum STNAG 6001 Level 2.2.2.2					
Health & Safety Allowance - annual	£6,415.00	£6,415.00	£5,797.00	£5,797.00	£6,415.00
Commandant	£4,833.00	£4,833.00	£4,530.00	£4,530.00	£4,833.00
Charge Allowance - N.S. - (12h/9)	£22.10	£22.10	£19.89	£19.89	£22.10
DP Instruction Allowance - Annual					£ raised from 01/07/2013
Maintenance of Essential Services Allowance - Daily	£48.26	£48.43	£43.43	£39.07	£43.43
Weekdays	£72.50	£65.25	£65.25	£59.07	£65.25
Weekends	£60.65	£51.43	£50.99	£45.07	£51.43
Sunday and Defence Forces Holidays					£ raised from 01/07/2013
Outpost Allowance - Daily	£73.55	£73.55	£72.20	£72.20	£73.55
Overseas Peace Support Allowance - OJSA - Daily					
Crews & higher	£88.34	£79.31	£81.34	£75.31	£79.31
Captain & lower	£80.29	£72.20	£80.29	£72.20	£72.20
The 10% reduction being applied to officers appointed on or after 01/01/2011 does not apply to this allowance					
Overseas Armed Peace Support Allowance - OAJSA	£24.71	£22.24	£24.71	£22.24	£22.24
All Ranks					
The 10% reduction being applied to officers appointed on or after 01/01/2011 does not apply to this allowance					
Panel Duty Allowance - Daily	£55.91	£50.32	£50.32	£45.29	£50.32
Lieutenant/Commander/Commander	£55.91	£50.32	£50.32	£45.29	£50.32
Sub-Lieutenant and Junior	£55.91	£50.32	£50.32	£45.29	£50.32
Cadet	£53.33	£48.00	£48.00	£43.20	£48.00
Peripatent	£13,455.00	£13,455.00	£12,110.00	£12,110.00	£13,455.00
Class C	£14,163.00	£14,163.00	£12,747.00	£12,747.00	£14,163.00
Class A					
Personal Support Services (PSS) - Annual	£4,909.00	£4,909.00	£4,418.00	£4,418.00	£4,909.00
Officers with relevant PSS 1st Level Qualifications	£2,654.00	£2,654.00	£2,207.00	£2,207.00	£2,654.00
Officers with relevant PSS 2nd Level Qualifications					
Officers with relevant PSS 3rd Level Qualifications					
SAS Allowance - Daily	£94.19	£94.19	£84.77	£84.77	£94.19
Security Duty Allowance - Daily					
Portforce Prison	£80.75	£72.68	£72.68	£65.41	£72.68
Security Duty Allowance - Daily					
(1) Officers with relevant PSS 1st Level Qualifications and within normal working hours	N/A	N/A	N/A	N/A	N/A
(2) Officers with relevant PSS 2nd Level Qualifications and within normal working hours					
(a) Mon - Sat less than 24 hours	£29.02	£24.23	£24.23	£21.41	£24.23
Mon - Sat (24 hours)	£53.77	£48.19	£48.19	£43.15	£48.19
Sundays & Defence Forces Holidays (less than 24 hours)	£53.77	£48.19	£48.19	£43.15	£48.19
Sundays & Defence Forces Holidays (24 hours)	£107.65	£96.49	£96.49	£84.15	£96.49
Saturday 24 hour duty (no weekend day as a rest day)	£80.75	£72.68	£72.68	£65.41	£72.68

**RATES OF PAY AND ALLOWANCES
FOR OFFICERS OF THE PERMANENT DEFENCE FORCES
RATE W.E.F. 01/07/2013**

**REDUCTION IN PUBLIC SERVICE SALARIES AND ALLOWANCES
AS A RESULT OF THE HADDINGTON ROAD AGREEMENT 2013**

CHAPLAINS - PAY etc.

MILITARY JUDGE

CADETS

OFFICERS - RATE 1 (CLASS C)

OFFICERS - RATE 2 (CLASS C)

OFFICERS - RATE 3 (CLASS C) - MEDICAL & DENTAL

OFFICERS - RATE 3 (CLASS C) - PHARMACEUTICAL CHEMISTS

OFFICERS - RATE 1 (CLASS A)

OFFICERS - RATE 2 (CLASS A)

OFFICERS - RATE 3 (CLASS A) - MEDICAL & DENTAL

OFFICERS - RATE 3 (CLASS A) - PHARMACEUTICAL CHEMISTS

ALLOWANCES - OFFICERS (CLASS C) - MILITARY SERVICE ALLOWANCE

ALLOWANCES - OFFICERS (CLASS C) - ADDITIONAL PAY & FLYING PAY

ALLOWANCES - OFFICERS (CLASS A) - MILITARY SERVICE ALLOWANCE

ALLOWANCES - OFFICERS (CLASS A) - ADDITIONAL PAY & FLYING PAY

ALLOWANCES - OFFICERS - OTHER

ALLOWANCES - OFFICERS - OTHER

Salaries reduced as follows:

- * 5.5% on any amount up to €80,000.
- * 8% on any amount over €80,000 but not over €150,000
- * 9% on any amount over €150,000 but not over €185,000.
- * 10% on any amount over €185,000

In relation to impacts at the margin, salaries will not fall below €65,000 as a result of the application of these reductions.

Allowances where applicable reduced by 10%

MEMBERS OF THE CHAPLAINCY SERVICE	Scale on 01/01/2010	Revised Scale on 01/07/2013
RATES OF PAY		
Head Chaplain	€68,190	€65,000
Chaplain in Charge on entry	€57,925	€57,925
Chaplain in Charge after 10 years	€63,176	€63,176
Chaplain in Charge after 15 years	€65,667	€65,000
Substitute Chaplain in Charge	€57,925	€57,925
Church of Ireland Clergyman	€17,247	€17,247
Officiating Clergymen		
Substitute Clergymen	€146.41	€146.41
Total number of Officers, NCO's and Privates		
Between 9 and 50	€22.71	€22.71
Between 51 and 100	€40.53	€40.53
Between 101 and 200	€57.40	€57.40
Between 201 and 300	€74.61	€74.61
between 301 and 500	€91.30	€91.30
Over 500	€105.63	€105.63
Additional payment for extra religious service	€28.63	€28.63

MILITARY JUDGE	Scale on 01/01/2010	Revised Scale on 01/07/2013
RATES OF PAY		
Military Judge (Class A)	€138,394	€129,322
Military Judge (Class C)	€131,474	€122,956
(These rates are exclusive of MSA)		
*Judge's salaries were not reduced as part of Budget 2010		

CADETS	Scale on 01/01/2010	Revised Scale on 01/07/2013
RATES OF PAY		
On appointment and during first year of service	€18,442	€18,442
From commencement of the second year of service until appointment to an officer	€19,010	€19,010

CADETS - NEW FIVE POINT SCALE (Intake of new Cadets 2005 competition onwards)	Scale on 01/10/2010	Revised Scale on 01/07/2013
RATES OF PAY		
On appointment and during first year of service	€18,443	€18,443
From commencement of the second year of service	€19,010	€19,010
	€21,758	€21,758
	€24,592	€24,592
	€28,270	€28,270

OFFICERS PAY RATE 1 - CLASS C	Point	Scale on	Revised
RATES OF PAY		01/01/2010	Scale on 01/07/2013
Rank (Army/NS)			
Second-Lieutenant/Ensign	1st	€30,025	€30,025
	2nd	€31,229	€31,229
Lieutenant/Sub Lt.	1st	€34,195	€34,195
	2nd	€35,408	€35,408
	3rd	€36,721	€36,721
	4th	€37,935	€37,935
	5th	€39,141	€39,141
	6th	€39,834	€39,834
	7th	€40,841	€40,841
	8th	€41,840	€41,840
Captain/Lieutenant	1st	€42,862	€42,862
	2nd	€43,908	€43,908
	3rd	€44,954	€44,954
	4th	€46,005	€46,005
	5th	€47,049	€47,049
	6th	€48,097	€48,097
Maximum scale point	7th	€50,368	€50,368
1st LSI		€52,339	€52,339
2nd LSI		€54,412	€54,412
Commandant/Lt. Cdr.	1st	€54,466	€54,466
	2nd	€55,616	€55,616
	3rd	€56,774	€56,774
	4th	€57,925	€57,925
	5th	€59,075	€59,075
Maximum scale point	6th	€63,176	€63,176
1st LSI		€65,666	€65,000
2nd LSI		€68,190	€65,000
Lieutenant-Colonel/Cdr.	1st	€67,265	€65,000
	2nd	€68,980	€65,186
	3rd	€70,911	€67,011
Maximum scale point	4th	€72,748	€68,747
1st LSI		€73,803	€69,744
2nd LSI		€74,862	€70,745
Colonel/Captain	1st	€77,157	€72,913
	2nd	€81,645	€77,113
	3rd	€86,136	€81,245
	4th	€93,290	€87,827

OFFICERS PAY RATE 2 - CLASS C

Engineer Officer
 Legal Officer
 Army School of Music Officers
 Executive Branch & Communications Officer - Naval Service
 Psychologists
 Military Analyst (Captain)

OFFICERS PAY RATE 2 - CLASS C RATES OF PAY	Point	Scale on 01/01/2010	Revised Scale on 01/07/2013
Rank (Army/NS)			
Lieutenant/Sub Lt.	1st	€41,395	€41,395
	2nd	€42,703	€42,703
	3rd	€44,119	€44,119
	4th	€45,433	€45,433
	5th	€46,508	€46,508
	6th	€47,484	€47,484
	7th	€48,568	€48,568
	8th	€49,653	€49,653
Captain/Lieutenant	1st	€51,621	€51,621
	2nd	€52,747	€52,747
	3rd	€53,876	€53,876
	4th	€55,009	€55,009
	5th	€56,139	€56,139
	6th	€57,271	€57,271
Maximum scale point	7th	€59,721	€59,721
1st LSI		€61,867	€61,867
2nd LSI		€64,120	€64,120
Commandant/Lt. Cdr.	1st	€61,896	€61,896
	2nd	€62,508	€62,508
	3rd	€64,635	€64,635
	4th	€66,729	€65,000
	5th	€68,799	€65,015
Maximum scale point	6th	€73,906	€69,841
1st LSI		€76,373	€72,172
2nd LSI		€78,944	€74,602
Lieutenant-Colonel/Cdr.	1st	€79,191	€74,835
	2nd	€80,970	€76,492
	3rd	€82,970	€78,332
Maximum scale point	4th	€84,878	€80,088
1st LSI		€85,972	€81,094
2nd LSI		€87,063	€82,098
Colonel/Captain (Marine Engineer Superintendent)	1st	€89,450	€84,294
	2nd	€94,097	€88,569
	3rd	€98,749	€92,849
	4th	€106,162	€99,669

OFFICERS PAY RATE 3 - CLASS C MEDICAL AND DENTAL OFFICERS RATES OF PAY		Point	Scale on 01/01/2010 MEDICAL	Revised Scale on 01/07/2013 MEDICAL	Scale on 01/01/2010 DENTAL	Revised Scale on 01/07/2013 DENTAL
Rank						
Lieutenant	1st		€38,776	€38,776	€38,776	€38,776
	2nd		€39,956	€39,956	€39,956	€39,956
	3rd		€41,224	€41,224	€41,224	€41,224
	4th		€42,396	€42,396	€42,396	€42,396
	5th		€43,365	€43,365	€43,365	€43,365
	6th		€44,230	€44,230	€44,230	€44,230
	7th		€45,210	€45,210	€45,210	€45,210
	8th		€46,174	€46,174	€46,174	€46,174
Captain	1st		€61,297	€61,297	€55,847	€55,847
	2nd		€63,639	€63,639	€58,770	€58,770
	3rd		€64,820	€64,820	€61,750	€61,750
	4th		€65,973	€65,000	€62,899	€62,899
	5th		€67,125	€65,000	€64,030	€64,030
	6th		€69,945	€66,098	€64,511	€64,511
Maximum scale point						
1st LSI			€71,722	€67,777	€69,347	€65,533
2nd LSI			€72,987	€68,973	€70,872	€66,974
Commandant	1st		€73,813	€69,753	€71,673	€67,731
	2nd		€75,049	€70,921	€73,478	€69,437
	3rd		€76,295	€72,099	€75,282	€71,141
	4th		€77,836	€73,555	€77,087	€72,847
	5th		€80,425	€75,991	€78,892	€74,553
Maximum scale point						
1st LSI			€84,895	€80,103	€81,487	€76,968
2nd LSI			€87,352	€82,364	€87,248	€82,268
Lieutenant-Colonel	1st		€88,387	€83,316	€85,594	€80,746
	2nd		€90,305	€85,080	€86,836	€81,889
	3rd		€92,459	€87,062	€88,076	€83,030
	4th		€94,516	€88,955	€89,316	€84,171
Maximum scale point						
1st LSI			€95,695	€90,039	€90,555	€85,311
2nd LSI			€96,868	€91,119	€91,848	€86,500
Colonel	1st		€97,997	€92,157		
	2nd		€102,823	€96,597		
	3rd		€107,675	€101,061		
	4th		€115,406	€108,174		

OFFICERS PAY RATE 3 - CLASS C PHARMACEUTICAL CHEMISTS RATES OF PAY		Point	Scale on 01/01/2010	Revised Scale on 01/07/2013
Rank				
Captain	1st		€56,132	€56,132
	2nd		€57,203	€57,203
	3rd		€58,275	€58,275
	4th		€59,356	€59,356
	5th		€60,428	€60,428
	6th		€61,505	€61,505
	7th		€64,458	€64,458
Maximum scale point				
1st LSI			€65,990	€65,000
2nd LSI			€68,057	€65,000
Commandant	1st		€64,865	€64,865
	2nd		€65,964	€65,000
	3rd		€67,055	€65,000
	4th		€68,136	€65,000
	5th		€69,214	€65,407
	6th		€73,223	€69,196
Maximum scale point				
1st LSI			€75,562	€71,406
2nd LSI			€78,036	€73,744

OFFICERS PAY RATE 1 - CLASS A LINE OFFICERS RATES OF PAY	Point	Scale on 01/01/2010	Revised Scale on 01/07/2013
RANK (Army/NS)			
Second-Lieutenant / Ensign	1st	€31,573	€31,573
	2nd	€32,838	€32,838
Lieutenant/Sub Lt.	1st	€35,961	€35,961
	2nd	€37,226	€37,226
	3rd	€38,618	€38,618
	4th	€39,890	€39,890
	5th	€41,163	€41,163
	6th	€41,891	€41,891
	7th	€42,949	€42,949
	8th	€44,010	€44,010
Captain/Lieutenant	1st	€45,077	€45,077
	2nd	€46,180	€46,180
	3rd	€47,274	€47,274
	4th	€48,388	€48,388
	5th	€49,490	€49,490
	6th	€50,583	€50,583
Maximum scale point	7th	€52,978	€52,978
1st LSI		€55,055	€55,055
2nd LSI		€57,237	€57,237
Commandant/Lt. Cdr.	1st	€57,294	€57,294
	2nd	€58,514	€58,514
	3rd	€59,721	€59,721
	4th	€60,934	€60,934
	5th	€62,147	€62,147
Maximum scale point	6th	€66,436	€65,000
1st LSI		€68,988	€65,194
2nd LSI		€71,646	€67,705
Lieutenant-Colonel/Cdr.	1st	€70,672	€66,785
	2nd	€72,478	€68,492
	3rd	€74,512	€70,414
Maximum scale point	4th	€76,445	€72,241
1st LSI		€77,556	€73,290
2nd LSI		€78,668	€74,341
Colonel/Captain	1st	€81,087	€76,600
	2nd	€85,807	€80,942
	3rd	€90,539	€85,296
	4th	€98,075	€92,229

OFFICERS PAY RATE 2 - CLASS A

Engineer Officer
Legal Officer
Army School of Music Officers
Executive Branch & Communications Officer - Naval Service
Psychologists
Military Analyst (Captain)

OFFICERS PAY RATE 2 - CLASS A		Point	Scale on 01/01/2010	Revised Scale on 01/07/2013
RATES OF PAY				
RANK (Army/NS)				
Lieutenant/Sub Lt.	1st		€43,533	€43,533
	2nd		€44,907	€44,907
	3rd		€46,404	€46,404
	4th		€47,779	€47,779
	5th		€48,918	€48,918
	6th		€49,931	€49,931
	7th		€51,078	€51,078
	8th		€52,227	€52,227
Captain/Lieutenant	1st		€54,290	€54,290
	2nd		€55,486	€55,486
	3rd		€56,673	€56,673
	4th		€57,865	€57,865
	5th		€59,058	€59,058
	6th		€60,240	€60,240
Maximum scale point	7th		€62,827	€62,827
1st LSI			€65,080	€65,000
2nd LSI			€67,398	€65,000
Commandant/Lt. Cdr.	1st		€65,109	€65,000
	2nd		€65,757	€65,000
	3rd		€67,928	€65,000
	4th		€70,114	€66,258
	5th		€72,293	€68,317
	6th		€77,667	€73,395
Maximum scale point			€80,270	€75,848
1st LSI			€82,972	€78,334
2nd LSI				
Lieutenant-Colonel/Cdr.	1st		€83,227	€78,569
	2nd		€85,103	€80,295
	3rd		€87,209	€82,232
	4th		€89,215	€84,078
Maximum scale point			€90,369	€85,139
1st LSI			€91,519	€86,197
2nd LSI				
Colonel/Captain (Marine Engineer Superintendent)	1st		€94,032	€88,509
	2nd		€98,924	€93,010
	3rd		€103,818	€97,513
	4th		€111,617	€104,688

OFFICERS PAY RATE 3 - CLASS A MEDICAL AND DENTAL OFFICERS RATES OF PAY		Point	Scale on 01/01/2010	Revised Scale on 01/07/2013	Scale on 01/01/2010	Revised Scale on 01/07/2013
RANK			MEDICAL	MEDICAL	DENTAL	DENTAL
Lieutenant	1st		€40,784	€40,784	€40,784	€40,784
	2nd		€42,015	€42,015	€42,015	€42,015
	3rd		€43,360	€43,360	€43,360	€43,360
	4th		€44,585	€44,585	€44,585	€44,585
	5th		€45,610	€45,610	€45,610	€45,610
	6th		€46,516	€46,516	€46,516	€46,516
	7th		€47,545	€47,545	€47,545	€47,545
	8th		€48,573	€48,573	€48,573	€48,573
Captain	1st		€64,485	€64,485	€58,747	€58,747
	2nd		€66,917	€65,000	€61,822	€61,822
	3rd		€68,126	€65,000	€64,964	€64,964
	4th		€69,327	€65,514	€66,151	€65,000
	5th		€70,522	€66,643	€67,310	€65,000
	6th		€73,497	€69,455	€67,804	€65,000
Maximum scale point						
1st LSI			€75,374	€71,228	€72,866	€68,858
2nd LSI			€76,697	€72,479	€74,470	€70,374
Commandant	1st		€77,567	€73,301	€75,315	€71,173
	2nd		€78,880	€74,542	€77,212	€72,965
	3rd		€80,185	€75,770	€79,114	€74,763
	4th		€81,809	€77,264	€81,012	€76,531
	5th		€84,531	€79,769	€82,911	€78,278
	6th		€88,247	€84,107	€85,646	€80,794
Maximum scale point						
1st LSI			€89,247	€84,107	€85,646	€80,794
2nd LSI			€91,816	€86,471	€91,709	€86,372
Lieutenant-Colonel	1st		€92,906	€87,474	€89,969	€84,771
	2nd		€94,928	€89,334	€91,274	€85,972
	3rd		€97,203	€91,427	€92,579	€87,173
	4th		€99,367	€93,418	€93,885	€88,374
	5th		€100,605	€94,557	€95,190	€89,575
Maximum scale point						
1st LSI			€100,605	€94,557	€95,190	€89,575
2nd LSI			€101,847	€95,699	€96,550	€90,826
Colonel	1st		€103,029	€96,787		
	2nd		€108,101	€101,453		
	3rd		€113,210	€106,153		
	4th		€121,491	€113,772		

OFFICERS PAY RATE 3 - CLASS A PHARMACEUTICAL CHEMISTS RATES OF PAY	Point	Scale on 01/01/2010	Revised Scale on 01/07/2013
RANK			
Captain	1st	€59,049	€59,049
	2nd	€60,185	€60,185
	3rd	€61,305	€61,305
	4th	€62,446	€62,446
	5th	€63,577	€63,577
	6th	€64,702	€64,702
Maximum scale point	7th	€67,759	€65,000
1st LSI		€69,343	€65,529
2nd LSI		€71,517	€67,584
Commandant	1st	€68,173	€65,000
	2nd	€69,311	€65,499
	3rd	€70,451	€66,576
	4th	€71,594	€67,656
	5th	€72,732	€68,732
Maximum scale point	6th	€76,954	€72,722
1st LSI		€79,420	€75,052
2nd LSI		€81,987	€77,428

ALLOWANCES - OFFICERS - CLASS C		
Military Service Allowance (Para. 45A S.3)	Scale on 01/01/2010	Revised Scale on 01/07/2013
OFFICERS PAY RATE 1		
Second-Lieutenant/Ensign		
Lieutenant/Sub Lt.		
Captain	€4,495	€4,495
Commandant/Lt. Cdr.	€4,767	€4,767
Lieutenant-Colonel/Cdr. }		
Colonel/Captain }	€4,681	€4,681
OFFICERS PAY RATE 2		
Lieutenant/Sub Lt. }		
Captain/Lieutenant }		
Commandant/Lt. Cdr. }	€4,852	€4,852
Lieutenant-Colonel/Cdr. }		
Colonel/Captain }		
OFFICERS PAY RATE 3		
Lieutenant		
Captain	€4,344	€4,344
Commandant	€4,640	€4,640
Lieutenant-Colonel	€4,324	€4,324
Colonel/Captain	€4,818	€4,818
PHARMACEUTICAL CHEMISTS		
Captain }		
Commandant }	€4,852	€4,852

ALLOWANCES - OFFICERS - CLASS C	Scale on 01/01/2010	Revised Scale on 01/07/2013
Additional Pay and Flying Pay (Para. 17 & 17A S.3)		
Please note that the rate of flying pay for cadets is the lower rate of flying pay payable to NCO's at a daily rate		
A. The Air Corps: Flying Pay		
Trainee Pilot	€1,202	€1,202
On qualification	€2,518	€2,518
After 2 years' service	€3,528	€3,528
After 4 years' service	€4,603	€4,603
After 6 years' service	€6,722	€6,722
After 8 years' service	€8,396	€8,396
After 10 years' service	€9,802	€9,802
After 12 years' service	€16,140	€16,140
On promotion to Lt. Col.	€13,455	€13,455
On promotion to Colonel.	€6,999	€6,999
Non-Pilot officers engaged on duties which require to be carried out in the air	€1,202	€1,202
B. The Air Support Company		
Signal Corps: Flying Pay - Officers	€1,202	€1,202
C. The Air Corps:		
Air Traffic Control Personnel		
ATC Assistant	€1,461	€1,461
ATC Aerodrome Controller	€2,189	€2,189
ATC Aerodrome & Approach Radar Controller	€7,306	€7,306
ATC Aerodrome and Approach Radar Controller (two years experience) and Watch Supervisor	€13,763	€13,763
D. Army Medical Corps:		
(i) Specialists' Pay	€13,455	€13,455
Assistant Surgeon	€1,804	€1,804
(ii) O/C of Military Hospital (not above Lt. Col. and not in receipt of add. pay under (i) above	€13,455	€13,455

ALLOWANCES - OFFICERS - CLASS A		
Military Service Allowance (Para. 45A S.3)	Scale on 01/01/2010	Revised Scale on 01/07/2013
OFFICERS PAY RATE 1		
Second-Lieutenant/Ensign Lieutenant/Sub Lt. Captain	€4,730	€4,730
Commandant/Lt. Cdr.	€5,020	€5,020
Lieutenant-Colonel/Cdr. } Colonel/Captain }	€4,931	€4,931
OFFICERS PAY RATE 2		
Lieutenant/Sub Lt. } Captain/Lieutenant } Commandant/Lt. Cdr. } Lieutenant-Colonel/Cdr. } Colonel/Captain }	€5,106	€5,106
OFFICERS PAY RATE 3		
Lieutenant Captain	€4,575	€4,575
Commandant	€4,886	€4,886
Lieutenant-Colonel	€4,552	€4,552
Colonel/Captain	€5,072	€5,072
PHARMACEUTICAL CHEMISTS		
Captain }		
Commandant }	€5,106	€5,106

ALLOWANCES - OFFICERS - CLASS A	Revised Scale on 01/01/2010	Revised Scale on 01/07/2013
Additional Pay and Flying Pay (Para. 17 & 17A S.3)		
Please note that the rate of flying pay for cadets is the lower rate of flying pay payable to NCO's at a daily rate		
A. The Air Corps: Flying Pay		
Trainee Pilot	€1,271	€1,271
On qualification	€2,651	€2,651
After 2 years' service	€3,710	€3,710
After 4 years' service	€4,849	€4,849
After 6 years' service	€7,072	€7,072
After 8 years' service	€8,836	€8,836
After 10 years' service	€10,313	€10,313
After 12 years' service	€16,994	€16,994
On promotion to Lt. Col.	€14,163	€14,163
On promotion to Colonel.	€7,363	€7,363
Non-Pilot officers engaged on duties which require to be carried out in the air	€1,271	€1,271
B. The Air Support Company		
Signal Corps: Flying Pay - Officers	€1,271	€1,271
C. The Air Corps:		
Air Traffic Control Personnel		
ATC Assistant	€1,539	€1,539
ATC Aerodrome Controller	€2,307	€2,307
ATC Aerodrome & Approach Radar Controller	€7,689	€7,689
ATC Aerodrome and Approach Radar Controller (two years experience) and Watch Supervisor	€14,487	€14,487
D. Army Medical Corps:		
(i) Specialists' Pay	€14,163	€14,163
Assistant Surgeon	€1,895	€1,895
(ii) O/C of Military Hospital (not above Lt. Col. and not in receipt of add. pay under (i) above	€14,163	€14,163

ALLOWANCES - OFFICERS	Scale on 01/01/2010	Revised Scale on 01/07/2013
Foreign Language Proficiency Allowance Annual (Para. 47 S.3)	€2,749	€2,749
Foreign Language Proficiency Allowance - Rate 2 (Minimum STANAG 6001 Level 3.3.3.3.) (C.C. report no. 290 wef. 01.02.02)	€2,062	€2,062
Foreign Language Proficiency Allowance - Rate 3 (Minimum STANAG 6001 Level 2.2.2.2.) (C.C. report no. 290 wef. 01.02.02)	€915	€915
Patrol Duty Allowance (Para. 48(1) S.3) - daily		
Lieutenant-Commander/Commander	€55.91	€50.32
Lieutenant	€55.91	€50.32
Sub-Lieutenant and Ensign (Para. 129(1)(iii) S.3) - daily	€55.91	€50.32
Cadet	€53.33	€48.00
In-Charge Allowance - N.S. (Para. 48(2) S.3) - daily	€22.10	€22.10
Outpost Allowance (Para. 49 S.3) - daily	€13.55	€13.55
Chaplain's Housekeepers Allowance	€1,868 €935	€1,868 €935

ALLOWANCES - OFFICERS		Revised Scale on 01/01/2010	Revised Scale on 01/07/2013
Diving Allowance - daily		€49.91	€44.92
Diving Allowance - annual (C.C. report no.177 wef. 01.04.00)		€4,123	€3,711
Periodontist	Class C	€13,455	€13,455
Periodontist	Class A	€14,163	€14,163
Health & Safety Allowance - annual (C.C. report no. 178 wef. 01.04.00)			
Commandant		€6,412	€6,412
Captain		€4,833	€4,833
Brigade Duty Officer - daily (C.C. report no. 180 wef. 01.04.00)		€53.13	€53.13
Personnel Support Services (PSS) - Annual			
Officers with relevant PSS 3rd Level Qualifications		€4,909	€4,909
Officers studying for relevant PSS 3rd Level Qualifications (C.C. report no. 306 w.e.f. 1/6/05)		€2,454	€2,454
DF Instructors Allowance - Annual (C.C. report no. 307 w.e.f. 1/6/05)		€5,455	€4,910

ALLOWANCES - OFFICERS	Scale on 01/01/2010	Revised Scale on 01/07/2013
Border Duty Allowance - Weekly	€111.97	€100.77
Security Duty Allowance - Dally		
(i) Duties which commence and finish within normal working hours		
(ii) Mon - Sat less than 24 hours	€26.92	€24.23
Mon - Sat (24 hours)	€53.77	€48.39
Sundays & Defence Forces Holidays (less than 24 hours)	€53.77	€24.23
Sundays and Defence Forces Holidays (24 hours)	€107.65	€48.39
Saturday 24 hour duty (no working day as a rest day)	€80.75	€48.39
Security Duty Allowance - Dally Portlaoise Prison	€80.75	€72.68
Army Ranger Wing Allowance - Weekly	€152.64	€137.38
Explosive Ordnance Disposal Duty Allowance - Dally	€94.19	€84.77
SAR Allowance - Dally	€94.19	€94.19
Emergency Medical Officer - Dally	€78.29	€70.46
Maintenance of Essential Services Allowance - Duty		
Weekdays	€48.26	€43.43
Saturday (no working day as a rest day)	€72.50	€43.43
Sundays and Defence Forces Holidays	€96.65	€43.43
Overseas Peace Support Allowance - OPSA - Dally		
NB: This allowance was not reduced as a result of Budget 2010		
* As a result of Conciliation Council Report No 393 an additional 5% was added to this allowance with effect from 01/09/08		
Comdt. & higher	€88.34	€79.51
Captain & lower	€80.29	€72.26
Overseas Armed Peace Support Allowance - OAPSA		
NB: This allowance was not reduced as a result of Budget 2010		
All Ranks (Paid in addition to Overseas Peace Support Allowance)	€24.71	€22.24



Representative Association of Commissioned Officers
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Claim for Increase in Military Service Allowance (MSA)

1. Military Service Allowance (MSA) is a pensionable allowance and is factored as part of basic pay (Gleeson Commission Report, 1990). This section of the submission clarifies the value and cost of MSA making a strong case for a substantial increase-
2. There are eight (8) elements to the MSA Framework; two additional elements were introduced by the Department of Defence in the review of allowances as part of the Haddington Road discussions; however, these are not yet included in the formal MSA Framework (see Figure 1.2) The Department of Defence submission on allowances (Haddington Road),-states that MSA is paid because, "overtime, shift allowance, or other such premium payments are not available to members of the Defence Forces" and if these "overtime or shift payments were to be paid it would cost significantly more to implement, which has been the experience of foreign military operations".
3. These statements confirm that Defence Forces Officers provide significant non-remunerated value to the State; value that is delivered in the absence of value-for-money metrics. Officers' identification with organisational and national values and commitment to the State is in effect taken for granted. Personal needs and freedoms are limited, impacting also at the community and political levels of freedoms, without commensurate mitigation of such loss.

MSA is paid monthly to all personnel, while the rates of MSA can be seen in Table 1.3 below:

Rank	Yearly	Monthly	Gross Weekly	Net weekly
Lt/Captain	€4,495	€374	€95.50	€76.40
2 L T (after 2013)	€4, 257	€355	€88	€60

Table 1.3

4. What does MSA compensate Military Personnel For?

Both the *Gleeson Commission Report* (1990) and the earlier *Inter-Departmental Committee on Defence Forces Pay, Allowances and Conditions* (The Brady Committee - 1988) concluded that the unique conditions and special disadvantages of military life for which MSA is intended to compensate are based on the eight factors listed below in figure 1.2 (for illustration purposes each component part carries similar weighting in terms of the current allowance rate.) The Haddington Road elements introduced by the Department of Defence have been added at the bottom of Figure 1.2, for consistency.

	Component parts of MSA (from 2006)	Gross Yearly €	Gross Weekly €
MSA.1	Long and unsocial hours of duty.	562	12

MSA.2	Liability for duty 24 hours a day, 7 days a week.	562	12
MSA.3	Requirement to serve for a fixed term of engagement.	562	12
MSA.4	Restrictions on personal liberty as a result of the code of military discipline.	562	12
MSA.5	Risk of personal danger / loss of life.	562	12
MSA.6	Bad and uncomfortable conditions.	562	12
MSA.7	Personal responsibility for use of lethal weapons	562	12
MSA.8	Disruption of family life as a result of frequent absences from the home.	562	12
		€4,495	€96
MSA.9	Restrictions on Right to engage in industrial action. ¹	-	-
MSA.10	Act as back-up workforce for Government*	-	-

Figure 1.2

Analysis of MSA and Financial Breakdown

5. MSA.1 - Long and Unsocial Hours - current weekly rate €12

The rate paid for this element of MSA no longer bears any relation to associated work demands made of officers. The Defence Act, DFRs, Standing Orders and Unit SOPs confirm that officers must always be prepared to report for work/duty (365 days). It is very evident that management, and by consequence the Central Statistics Office, do not capture the extensive hours worked by our personnel. It is known, and accepted, that all officers are required to work long and unsocial hours. This occurs in the *Routine* environment (ensuring compliance with ever-expanding administrative requirements), and conduct of Field Training and Operations (both ATPC and ATCA; events are recorded; however, the exact hours worked are not electronically recorded). Civil Servants and Gardaí earn overtime when required to function outside framework hours in any or all of the foregoing settings. During 2015, an individual Garda earned over €60,000 in overtime payments; the MSA *long-and-unsocial-hours* component compensated any individual Defence Forces officer with €600 for the same annual period (€12 per week).

6. MSA.2 - Liability for duty 24 hours a day, 7 days a week. – current weekly rate €12

Officers can be called for military duty without notice, and are required to report. The nature and character of the range of such *military duty* varies to great degrees. On

¹ In the Business Case submitted by the Dept of Defence as part of the Haddington Road discussions, a number of additional factors have been introduced. These include; "restriction on right to engage in industrial action", which in turns "allows the Government a back up workforce to be put in position when other sectors withdraw their labour".

occasion the duty is warned well in advance and has defined character. On other occasions it is warned at very short notice, and can have well- or ill-defined character. No other State Service members provide an equivalent degree of availability for such low level of remuneration. The liability for duty 24 hours a day, seven days a week, has a major impact on an individual officer's personal freedom, and freedom to engage with their community.

Officers can be detailed for duties at any time as required on a 24-hour basis, 7 days per week. These duties include armed operations in ATCP and other duties such as flood protection operations as part of ATCA. All Officers are required to be available at all times, with leave only granted at the discretion of each individual Officers Unit and Brigade Commander.

The weekly compensation paid to Officers of €12 does not meet the requirement of a professional Defence Forces. The nature of each duty and the liability for duties of members of the Defence Forces is similar to that of An Garda Síochána or the Prison Service. Personnel in these services are paid as part of annualised hours shift system (Prison Service) or receive payments when working longer than their normal shift pattern as for An Garda Síochána .

An Officer who is available to undertake duties on a weekly basis, is paid an additional €12. This payment does not take into account the onerous nature of the duties undertaken by members of the Defence Forces, and the long periods of time for which Officers are deployed on or available to undertake duties.

7. *MSA 3 & 4 Requirement to serve for a fixed term of engagement/Restrictions on personal liberty as a result of the code of military discipline - current weekly rate €24*

These elements have been grouped together as they are both a curtailment of an Officers personal liberty and rights. The Military discipline code involves a restriction on personal liberty that has no counterpart in civilian employment. It is clear that placing an appropriate value on liberty is difficult. However, in the absence of a market price, academic professionals point to "willingness to pay" as the appropriate tool to place a value on what used to be called an "unmeasurable".

If one considers military service as a reduction in liberty then the price paid by Government to the individual should reflect this curtailment. In this instance, we believe that the cost of accommodating a prisoner should be used as a comparative benchmark. The prison service noted that it costs over €100 a night to accommodate a prisoner, in which case a persons liberty is removed. While the nature of Military Service is not comparable to that of a prisoner, the removal of liberties is enshrined in Military Law, to which an Officer is subject on a daily basis. Compensating an individual by €24 a week for this loss of liberty is not acceptable, as can be seen by the comparable cost of detaining prisoners as can be seen above.

8. *MSA 5 - Risk of personal danger / loss of life. - current weekly rate €12*

On any given day an officer may be killed or injured while in service. This is a fact that is known to all Officers when they are commissioned, and is the price members are willing to pay in service to their country. The government pays Officers an additional €12 each week

for assuming that risk. Since the foundation of the state, Officers have been killed in service in all aspects of their work, with many wounded or injured. If we use the example of Overseas Service, which is expected of all members throughout their careers, then we can see this threat to members, where a total of 85 personnel have lost their life on these missions. Militaries must engage in dangerous activities in order to maintain capability, and these dangers are a factor of robust training at home and operational service overseas. Personnel who volunteer to take that risk on behalf of the state should be paid more than the current €12 a week for doing so.

9. *MSA 6 - Bad and uncomfortable conditions. - current weekly rate €12*

Officers deploy to locations where they are needed as and when required, and often for a prolonged period of time. If we look at examples at home, Officers can be deployed to a shell scrape in the Glen Of Imaal as part of an operation or exercise, to a flooded housing estate in Athlone as part of an ATCA response, or to Portlaoise Prison as part of the security element based there at any stage during their career. As can be seen, these deployments do not take account of the conditions to which the Officer is subjected and are often uncomfortable and uncertain. Similarly overseas, an officer can be deployed in small outposts in Syria, on a long range patrol in Chad or Liberia, or based in Kosovo on a checkpoint during winter. Once again these examples show the nature of the officers environment at any stage during their career. These examples demonstrate the inadequacy that a payment of €12 per week recompense for acceptance of the nature of service.

10. *MSA 7 - Personal responsibility for use of lethal weapons - current weekly rate €12;*

Officers, whether based at home or overseas, are entrusted with their own lives and the lives of the troops who they command. However, these troops are also entrusted with the responsibility to use lethal weapons, either in an ATCP operation at home such as service in Portlaoise Prison or in the conduct of their duties on Overseas Service. This places a large level of responsibilities on individuals, but in particular Officers in command appointments.

Officers are required to brief the troops under their command on the correct procedures, use of force and the application of force prior to commencing duty. This command authority may also require the application of "lethal force". The nature of these responsibilities is not common to any other workforce, and is an inherent part of being an Officer in the Defence Forces. A payment of €12 weekly to take account of this responsibility and decision making is not sufficient and is not an indication of the level and nature of work undertaken by Officers in these situations.

11. *MSA 8- Disruption of family life as a result of frequent absences from the home - current weekly rate €12.*

It is a known fact that members of the Defence Forces spend a prolonged period of time away from their family and home each year. This is by virtue of operations and exercises undertaken, duties, service in ATCP and ATCA. However this does not take into account the other areas of service that affect an Officers life at home, and in particular their absence from the family home for prolonged periods.

Since the re-organisation of the Defence Forces in 2012, the number of barracks has been drastically reduced, and as a result a large volume of Officers are now forced to commute

long distances to their place of employment. Officers can now expect to fill an appointment for no longer than a three (3) year period before being transferred to another location. Often times Officers are given inadequate notice of this transfer, which can be less than one (1) week in certain circumstances, which leads to great uncertainty.

Often times it is not possible for Officers to commute on a daily basis to these barrack locations and they are forced to live away from home from Mon-Fri, causing stress and strain on their personal and familial relationships. In the majority of these cases, it is not possible for Officers to move their families with them due to a combination of the cost of housing/house values in negative equity, the age and school requirements of their children, the employment of their partners and the lack of suitable married quarter accommodation.

In order for Officers to progress their careers after Commissioning there is a requirement for them to undertake a series of Career Courses including but not limited to Young Officers Courses (up to 24 months duration), Junior Command and Staff Courses (6 months duration) and Senior Command and Staff Courses (9 months duration). These courses are residential in nature due to their workload and it is not possible for Officers to commute while a student on these courses. As before there is insufficient Married Quarters accommodation and the cost to families to move for these periods is too great, so Officers are required to remain away from home from Mon - Fri throughout these periods. This again causes strain to relationships, impacting on wellbeing while placing added stress on the Officers themselves.

Officers are required to undergo multiple tours of duty overseas, throughout service in all ranks, often on a two yearly basis. The nature and duration of these deployments varies, but Officers can expect to spend a minimum of six (6) months overseas every 24-36 months. In the majority of cases Officers are not permitted for their families to accompany them unlike other Public Servants

All of these instances show the increased frequency and durations that Officers are away from their families, on top of the normal day to day requirements of their employment. These periods place an undue disruption on familial life, and lead to additional stresses and strains on both the Officers themselves and their partners. The payment of €12 weekly to Officers does not adequately reflect the disruption to family life due to the prolonged time periods they are forced to spend away from home throughout their careers.

12. ***Restriction on the right to engage in Industrial Action/Back up workforce in the event of labour withdrawal - current weekly rate €0.***

This parameter is not listed as one of the core elements examined by the Gleeson Commission Report in 1990, but was introduced by the Dept of Defence in their submission on MSA as part of the Haddington Road discussions. In light of recent industrial actions by other groups and the comments by An Taoiseach in the Dáil that he did not envisage Defence Forces Representative Associations having access to the industrial relations process, this is a very relevant element of future discussions on Defence Forces core pay which include MSA.

Based on the recent threats of strike by other public servants, the Defence Forces are now in a heightened state of preparation to be drafted in in the event of labour withdrawal.

Units and barracks were on stand by to have all available personnel available in the event that a strike had gone ahead.

Members of the Defence Forces should be recompensed adequately due to this denial of an essential workers right, which is listed in the European Social Chapter.

13. The Association hereby submits this claim to the Commission for an increase in MSA Allowance factoring the addition duties and magnitude of commitment factored by MSA relative to when the allowance was initially configured.

(Earnán Naughton)
Commandant
General Secretary RACO



Representative Association of Commissioned Officers

Cromhlachas Ionadaitheach na nOifigeach Coimisiúnta



Claim for Air Corps Review of Flying Pay and the Reintroduction of a Service Commitment Scheme (SCS)

1. Reorganisation and Reduction in Officer Numbers

The Air Corps (AC) and Naval Service (NS) had previously undertaken a significant reorganisation pre the 2006 PSBB exercise. The Air Corps witnessed a further reduction of 7 Officers (4%) as part of a broader Defence Forces reorganisation in 2013 while all responsibilities, domestic and international tasks remained essentially unchanged by Government.

2. Domestic Security stabilisation vs International security challenges and threats

The Peace Process has seen significant normalisation of activity in relation to the border with Northern Ireland. However, this trend has begun to reverse in relation to international events. The recent decision surrounding the United Kingdom's decision to depart the European Union and the ongoing migrant crisis will pose challenges for the AC in relation to potentially strengthening border surveillance, the guarding of national approaches and the continued provision of air services to the national police force.

3. Continuing Reduction in Air Corps Officers since 2009 was largely due to;

- a. Alteration to Pension Schemes for new entrants (since 1995 and shortly 2004).
- b. Absent or slow rate recruitment over protracted period.
- c. Unprecedented high rate of voluntary retirements.

4. As of now 25% of senior Air Corps Pilot posts remain unfilled due to the absence of suitably qualified and experienced candidates and with known retirements this will very soon increase to 38%. Air Traffic Services (ATS) are devoid of middle management and supervisory grade (50%) and similarly do not currently have any eligible personnel to promote. The inability to fully staff senior posts due to the absence of qualified and experienced replacements is requiring the continuing practice of job sharing and the blurring of regulatory and operational functions which is contrary to best practice in an aviation environment.

5. Since 2006 the AC entered into 10 Service Level Agreements (SLAs) with other Governmental Departments and state bodies. These demand very specific levels of output and require careful management. The supply of such military aviation services to Irish society and state bodies is a unique trait of the Defence Forces. The most

notable of these SLAs is with the Departments of Health (HSE) and Justice (An Garda Síochána).

6. A Service Commitment Scheme (SCS) in respect of AC Pilots was in operation at the time of the 2006 PSBB review and continued in effect until 2010. Since that time and in no small part fuelled by the 'FEMPI' pay cuts what can only be described as an exodus ensued. The following table indicates the trend regarding pilot retirements;

2010	2011	2012	2013	2014	2015	2016	TOTAL
2	10	3	8	9	6	12*	49**

*10 pilots have already departed and 2 more have confirmed retirement dates.

**This represents 46% of the total allowed AC pilot strength.

- *In the five-year period between 2005 and 2009, there were 11 Pilot Officer retirements. This period coincided with the second service commitment scheme, which ended in 2010.*
- *From 2010 to 2015, a combined flight time of 126,486 hours, equating to 681 years, of military flight experience has been lost, much of it through the loss of experienced Flying Instructors and Type Rating Examiners. When 2016 final year figures are included this will rise to circa 150,000 hours, equating to circa 800 years of experience.*
- *In 18 months time the first of the post 2004 AC pilots will emerge from their contractual obligations that is likely to see an increase in the rate of retirements.*

Consequently, when newly qualified pilot classes are considered the current downward trend in respect of the AC pilot cadre is:

Year	2010	2014	2015	2016
Pilot Officer Establishment	107	107	107	107
Pilot Officer Effective Strength	104	88	81	80*
Pilot Officer Vacancies	3	19	26	27
% Vacant	-3%	-18%	-24%	-26%

*Almost half of the existing pilot cadre is now outside of their 12-year contractual obligations.

7. A safety review of the Air Corps was conducted by an independent external body in 2013 and since that time the number of key personnel has further diminished.

'Irish Air Corps Safety Management System Review', dated 16-20 September 2013 stated:

"Unfortunately as this report has identified the Corps and its SMT currently face major obstacles with all units being over tasked, fatigued and under strength".

“The personnel policy is severely affecting the IAC operational capability. The hiring freeze, reduced manning, promotion of individuals with minimal technical requirements, void of supervisory personnel at the senior captain/ Commandant level and reduced benefits coupled to increased tasks creates the perfect storm and poses one of the greatest threats facing the organisation;”

8. Conclusion

- a. In the medium to long term the restoration of deductions made in respect of ‘FEMPI’ coupled with an increase in AC Officer Flying Pay may effectively resolve the chronic personnel deficits in key grades. A comparison of AC salaries to those for which AC Officers are receiving upon retirement is indicated in Annex F-1. While it is acknowledged that public service remunerations will never equal that on offer in the commercial sector an upward revision of Flying Pay for all grades would serve to close the differential and retain key skills and experience on a permanent basis.
- b. The commission is also asked to examine the anomaly whereby when an Officer reaches a certain senior grade the respective Flying Pay actual begins to reduce as this was traditionally associated with more time spent in a managerial function however the simple reality is that Senior Officers are as involved in flying operations today as when they were a decade earlier in their career. In summary, and to better reflect reality, an AC Officer’s Flying Pay should not be reduced simply because they have reached a given military rank.
- c. In the interim the retention of the remaining experienced pilots/ATS officers is a cornerstone of safe operations. It also allows the AC to be **self-sustaining**; retaining the ability to train less experienced pilots/ATS officers using the cadre of senior experienced personnel that remain in service. The Air Corps are close to reducing below minimum experience levels where external assistance, at a premium cost well beyond that of a SCS, will be required to sustain and re-train the organisation.
- d. On two separate occasions in the past the introduction of a SCS proved successful in retaining key personnel in the medium term, an illustrative SCS consistent with previous initiatives is also contained in Annex F-2. This should be reintroduced in respect of Pilot & ATS Officer grades as a short to medium term measure while reversing ‘FEMPI’ cuts and revising Flying Pay and associated anomalies would serve to address both experience deficits and key staffing shortages in the long term.

9. RACO submit this claim for the Review of Flying Pay and the Reintroduction of a SCS.

(Earnán Naughton)
General Secretary RACO

ANNEX F-1

2016 PILOT SALARY COMPARISON (€) c.

	Service	Irish Air Corps	Irish FW Employer	Irish RW Employer
Cadet	Year 1	24,000	45,000	80,000
	Year 5	40,000	68,000	86,000
Capt	Year 10	59,000	108000**	128,000
	Year 15*	76,000	119500**	139,000
Comdt	Year 20	80,000	151,000+**	149,000+

- FW denotes Fixed Wing (aeroplanes) and RW denote Rotary Wing (helicopters).
 - Inclusion of salaries from foreign employers, to which a significant number of AC pilots are recruited, would represent a notable increase.
 - * AC pilots will emerge from service contract at 15 years service. 3 years training plus 12 year post qualification contract. For AC Pilots Flying Pay constitutes approximately 20% of overall pay which is included in the above figures.
 - ** Basic line pilot salary not inclusive of additional payments listed below.
- FW Airline has additional €15,000-€30,000 Instructor Allowances plus sector & performance pay of c. €5,000-€20,000
FW Airline Base Training Captain Allowance €25,000
RW Employer has additional Instructor and role allowances €5,000- €15,000
Both FW & RW employer make matching pension contributions of between 7% and > 14%

2016 ATS SALARY COMPARISON (€) c.

	Service	Irish Air Corps Exclusive of MSA and allowances*	Irish Aviation Authority Exclusive of Supervisors allowance
Lt	Year 1	32,365	41,275
	Year 5	40,569	60,325
Capt	Year 10	45,525	82,550
Comdt	Year 15	52,663	105,371
	Year 20	64,481	112,445

1. Inclusion of salaries from foreign employers, to which a significant number of ATS Officers are also recruited, would represent a notable increase if incorporated into the above.
2. *Aerodrome, Approach Radar and Watch Supervisors allowance is approximately valued at €13k

ILLUSTRATION OF A SERVICE COMMITMENT SCHEME

YEAR	Maximum Number of Participants	Individual annual payment	Total cost Per annum.
2016	25	€22,000	€550,000
2017	28	€22,000	€616,000
2018	28	€22,000	€616,000
2019	31	€22,000	€682,000
2020	34	€22,000	€748,000
2021	9	€22,000	€198,000
2022	6	€22,000	€132,000
2023	6	€22,000	€132,000
2024	3	€22,000	€66,000
2025	0	€22,000	€0
Maximum total cost of €3.74m			



Representative Association of Commissioned Officers
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Claim for Review and Increase in Patrol Duty Allowance

Patrol Duty Allowance (PDA)

1. **History.** The Gleeson Commission (1990) produced findings that were based on a Naval Service (NS) that is very different from today's modern and multi-role NS that has evolved considerably over the last 26 years. The NS now operates an eight-ship fleet but has an establishment based on seven ships. The organisation restructuring carried out between 2000 and 2003 has been extended during the DF Reorganisation carried out in 2013 and the NS has had its establishment further reduced from 1,144 to 1,094, a further reduction of 4.37%, while all responsibilities, domestic and international tasks remained essentially unchanged by Government. The reduction of 50 personnel of all ranks is the operational equivalent of losing a ship's complement and has had a detrimental impact on the sea to shore rotation policy for NS personnel. Under the auspice of the Gleeson Commission NS ships spent an average of 165 days at sea and the patrol cycle used was based on three-week sea-going periods with two ships at sea at any one time. Table 1 below illustrates how the operational tempo and operational output of the NS has changed over the last 26 years.

	2000	2005	2009	2012	2016
Patrol Days	1285	1680	1683	1520	1480
Boardings per annum	1262	2058	1841	1329	1233
Ships on Patrol at any one time	2	2	3	3	3
Patrol Cycle	3 weeks	3 weeks	3 weeks	4 weeks	4 weeks

Table 1 – NS Output Analysis

2. As outlined in the Gleeson Commission Report (1990) the purpose of Patrol Duty Allowance (PDA) was to attract recruits to the NS and encourage personnel to remain in the service, a sea-going allowance for NS personnel was introduced in 1963 and the PDA allowance was created to replace the sea-going allowance. The primary purpose of the allowance was to reflect the fact that service on-board sea-going units is more onerous and arduous than routine shore based duty.
3. There is also a social element that must be acknowledged and the significant disruption to family life caused by two years of continuous routine deployments to sea has an adverse impact on the individual and the greater family unit. The new six-week patrol cycle implemented in 2012 requires ships to spend prolonged periods of time at sea and while ships operate to the Commanders Intent there is no such thing as a typical patrol, as stated by NS Command, and the typical patrol cycle has organically evolved to meet the operational requirements of the State and the exigencies of the service. Empirical evidence based on the results of the DF Climate

Survey 2014 and feedback received from sea-going personnel would suggest that many personnel felt worn down by the high tempo, change and uncertainty that sea-going life brings.

4. Since the publication of the Gleeson Commission Report (1990) the maritime environment within which the NS operates has changed dramatically both operationally and environmentally. The Atlantic Ocean is considered by maritime and climatologists to be one of the most inhospitable oceans in the world and as such requires dedicated and motivated personnel to work within it. Observed research from academic and meteorological researchers demonstrates this intensification in the weather conditions experienced and the fact that the newly acquired P60 class vessels have been built to larger specifications supports and acknowledges that there has been an exacerbating of these environmental conditions.
5. Since the publication of Gleeson (1990) and the PSBB (2006) the Irish State has increased its claim on its maritime jurisdiction from 342,000 sq. km by another 658,000 sq. km, which represents a 92% increase in size. In effect Ireland now has a claim on 1,000,000 sq. km of the maritime domain the State now has a significant sea area which is almost 10 times the size of the nation's land mass¹. In order to effectively patrol this increased area ships will now have to spend longer periods at sea. The recent decision surrounding the United Kingdom's decision to depart the European Union and the ongoing migrant crisis will pose challenges for the NS in relation to potentially strengthening border/EEZ surveillance, the patrolling of national maritime approaches and the continued provision of maritime services to An Garda Síochána. Ireland, an island nation, relies on the maritime industry for 97% of its imports and as such there is a national interest to ensure that these channels remain safe and operational.
6. The PDA allowance has not witnessed any significant increase since the PSBB (2006) and more noticeably the rate now offered in 2016 has had a 10% decrease over a three-year period and is now below the rate as agreed at the last PSBB and this is displayed in Table 2 below.

	2006	2010	2013
Allowance - Daily	€53.32	€55.91	€50.32

Table 2 – PDA Allowance

7. The rate currently offered is not reflective of the work that personnel complete and is only exacerbated by the increases in other taxes such as PRSI, USC, etc. that has taken place over the last decade and completely contradicts the purpose of this allowance as espoused under the Gleeson Commission (1990). The DF is currently expending significant capital on recruitment and training when it could spend a fraction of that amount on the retention of personnel who are already trained and

¹ Department of An Taoiseach. (February 2012). Our Ocean Wealth: Seeking Your Views: New Ways; New Approaches; New Thinking Towards an Integrated Plan for Ireland, Consultation Paper.

want to serve at sea. Recent study and analysis for the EU Work Time Directive statistically demonstrated that NS personnel at sea work extended working days and increased hours. The 'down time' that is provided when operating at sea is often consumed by the requirement to conduct routine and emergency maintenance on machinery, deck equipment, communications equipment, weapons system and hardware.

8. It is universally accepted and acknowledged within the wider international military community that personnel 'at sea' or on 'overseas operations' typically work longer hours than their 'shore-based' colleagues. Based on routine watch systems used on-board NS ships it can be calculated that NS personnel averaged 65-70² hours per week when at sea. Data provided by MOD for 2013-14 showed the Royal Navy averaged 63.1 hours per week when at sea. When deployed at sea personnel do work unsociable hours³ and are frequently on-call⁴ in addition to their normal routine working hours.
9. An increase in the PDA allowance could be used as an incentive mechanism for the retention of highly trained and highly skilled Officers and it must be noted that the typical training period for an Operations Officer is 4-5 years and 5-6 years for a Marine Engineering Officer. The current training process used for training both Operations Branch and Engineering Branch Officers essentially qualifies them to leave the DF as the sea-going allowances currently offered by the DF are not comparable to external companies/organisations and this is likely to see an increase in the rate of retirements.
10. Exit interviews have indicated that the majority of personnel leaving the NS are doing so because there is no incentive to remain at sea and the allowance at its current level does not provide adequate compensation for the conditions endured when deployed. As stated previously, the over-riding concerns raised by Officers were focused on the current workload and tempo that is experienced at sea as many appointments at sea are not filled due to vacancies currently being experienced as Officers retire and seek employment in the private sector. These serious concerns clearly have a considerable impact on morale and motivation and are therefore relevant to any deliberations that should take place with the intent of reviewing the current PDA rate. It is concerning to note the extent to which many personnel, both ashore and at sea, appear to be overstretched and this legitimately raises concerns about the ability of the NS to respond to a significant future event.
11. As an example, the successful detention using Maritime Interdiction Operations (tactical armed boarding's) of the yacht 'Makayabella' in 2013 and the yacht 'Dances with Waves' in 2008 in arduous and gale-force conditions demonstrates the need for Ireland to have its naval assets deployed at sea so that surveillance and intelligence can be gathered. The combined detentions amounted to almost €1 billion of contraband that was destined for Ireland and the wider EU.

² Personnel work 2 4-hour watches and also work on deck or in the machinery spaces in addition for prolonged periods. It would not be uncommon to work a 12-hour day at sea.

³ Unsociable hours are defined as any hours worked between 00:00 and 06:00 Monday to Friday; between 18:00 and 24:00 Monday to Friday and any hours worked on Sat or Sun.

⁴ Time spent working, on-call and on meal breaks.

Considerations for the Reintroduction of PDA

<p>Background: The number of NS personnel currently serving at sea is approximately 320. These personnel serve across the NS Fleet and the accommodation and recreations spaces provided in each class of vessel differs substantially. Each individual is posted to a sea-going unit for two years and will remain on that ship until posted ashore. When the ship is alongside the Naval Base there is no prolonged leave period granted and personnel must conduct general ship maintenance or complete professional courses during their time alongside and any 'downtime'⁵ from the operational tempo of NS ships is minimal.</p>	
<p>Advantages</p> <ul style="list-style-type: none"> ✓ Attract Personnel to rotate to sea ✓ Maintain DF Capabilities ✓ Retain & Motivate Specialists ✓ Retain Future Corporate Expertise ✓ Retain in-house training capability 	<p>Disadvantages</p> <ul style="list-style-type: none"> ✓
<p>Cost Benefit Analysis: At present a person at sea will earn €9,309.20 per annum gross when posted to a ship (based on ship spending 185 days at sea). Personnel at sea are available 24 hours a day, 7 days a week. 98% of Irelands trade is brought into the country via maritime sector and these critical maritime highways must be protected and patrolled. Maritime traffic continues to grow in all sectors.</p>	
<p>Organisation Benefits: Greater retention of personnel as the PDA is designed to incentivise personnel for going to sea. The provision of PDA is a proven international military model and is widely used in the UK, Australia and New Zealand. Because military specialties require organisation and occupational courses of training developed through competency application, the retention of this expertise and corporate skill set should not be taken for granted. In the absence of any other financial retention model for sea-going personnel, the proven PDA model is, without doubt, the optimal solution for the organisation and the individual.</p>	
<p>ECF Management: The second reorganisation of the NS since 2000 that occurred in 2013 has had a detrimental impact on the numbers of personnel within the NS. The reduction of an additional 50 personnel, which equates to a ships complement, has caused significant issues as the current ECF for the NS is primarily based on the NS having a seven-ship fleet and not the eight ships that it currently has. The ECF configured in 2013 is no longer fit for purpose in this respect.</p>	

12. The Association hereby claims to the Commission to review and increase this traditional provision of military service in order to secure key personnel who positively contribute to the on-going operational capability, long term experience and expertise and reduce the cost of continual recruitment into the NS.

 (Earnán Naughton)
 Commandant
 General Secretary RACO

⁵ For example, personnel in the merchant navy are contracted to work 168.5 days per Calendar year, 12-hour days amounting to 2,022 hours per year. Personnel receive the 28 days in addition to duty leave.



Representative Association of Commissioned Officers
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Claim for Increase in the Rate of Explosive Ordnance Disposal (EOD) Duty Allowance

1. Background

In 1990 the Gleeson Commission recommended that Ordnance Corps Officers and Non-Commissioned Officers be paid an allowance of £35 per day in respect of days (24 hr duty on immediate call to respond in Aid to the Civil Power (ATCP) for a range of explosive threats) spent on EOD duty following a submission on behalf of the Ordnance Corps. In 2008 the EOD daily duty allowance was €99.15, in 2010 it was €94.19.

2. Current Status

In 2013 the allowance was decreased to €84.77 which remains the current payment before the full range tax is applied. Significantly there has been a considerable increase in the hazardous nature of EOD duties as a consequence of teams being deployed to a wider range of incidents type. Additionally, with poor retention rates, EOD officers are being deployed for upwards of 12 – 15 24hrs duties per month, resulting in less time to perform their actual appointments and time away from home.

3. Increase in the Range and Hazardous Nature of EOD Duty

The Ordnance Corps submission of 1990 referred to the hazardous nature of the duty, the physical and mental skills demanded and the high incidence of EOD duty. Since the terrorist attacks in the United States of America (Sept 2001), the nature of EOD has substantially changed. EOD Officers have adapted and evolved to render safe and manage a hybrid spectrum of EOD tasking's, including what known as 'Substance of Concern' (SOC) or "White powder" incidents, Chemical Biological Radiological and Nuclear Explosive (CBRNE)¹ tasking's, Hazardous Material tasking's and highly sensitive homemade explosive tasking's such as triacetone triperoxide (TATP). This in effect means that the EOD Officer now has more frequent hazardous tasking's of diverse natures with greater interagency co-ordination and therefore more responsibility than previously.

4. Requirement to be Forensic Criminally Aware

Additionally, many of the tasking's EOD Officer are responding to, have an element of criminality or organised crime. Accordingly, EOD officers are often the first and single point in the technical exploitation or investigation process and so must conduct the Improvised Explosive Device Disposal (IEDD) procedure in a forensically aware and evidential manner.

5. Expert Witness in Criminal Trials

EOD officers are the only qualified and capable group of specialists in the State who can dispose of such devices. Consequently, they are summoned as expert witnesses (not just on the device but critically providing chain of custody evidence to the Garda) in criminal trails. As key witnesses in organised crime prosecutions they must accept additional risk from another indeterminant source.

¹ CBRNE: Chemical, Biological, Radiological, Nuclear and Explosive. Often referred to as CCBRN: Conventional explosives, chemical substances, biological agents, radiological and nuclear material.

6. **Chemical Biological Radiological Nuclear & Explosive**

From the initial description in Gleeson, EOD officer are now trained and educated to respond to a range of incidents more correctly referred to as Chemical Biological Radiological Nuclear and Explosive. The UK Government publication 'Operations in the UK: The Defence Contribution to Resilience' stresses that CBRNE incidents are unique because they add the following extra dimensions to a conventional incident. It presents additional hazards to both responders and potential victims and the use of detection, monitoring and identification of the material used is necessary.

The nature of EOD duties is now considerably more arduous as operators must conduct drills in personal protection equipment with the additional requirement of decontamination of responders, equipment and the public. Media interests will be further heightened. The response will be multi-agency, as always, but potentially with different agencies and specialists. International, government and political interest will increase and the emergency services themselves could be the target.

7. The Office of Emergency Planning document 'Framework for Major Emergency Management' states that:

[W]hen the DF deploys an EOD team in ATPC the Officer in Charge of the team, upon arrival at the scene will assume responsibility for the EOD task and inform the On-Site Co-ordinator of the boundaries of the Danger Area and advice on Cordon(s)²...

8. **Changing Threats**

In essence, EOD duty allowance was introduced to attract, retain and compensate specialist technical officers for certain hazardous, demanding and technical jobs. Since the 9/11 attacks and the increase in asymmetrical terrorist threats on top of a more sinister criminal activity the Ordnance Corps has rightly evolved to mitigate this risk.

9. **Ordnance Young Officers Course**

In order to become an Ordnance EOD officer candidates as required to have an engineering or science degree. Selected candidates undergo the Ordnance Young Officer Course Technical Officers of the Ordnance Corps (24 mths). In collaboration with IT Carlow (ITC), a Masters of Engineering Programme has recently being introduced resulting in the award of a Masters of Engineering in Weapons, Ordnance, Munitions and Explosives (WOME).

10. The enhanced course qualifies new entrant Ordnance Corps technical officers with the required knowledge and skills that will provide them with the necessary competencies to manage the assets and lead the personnel involved in the complete life cycle management of all weapon systems, ordnance equipment, munitions and explosives in use with Defence Forces. It also qualify them as competent EOD No.1 Operators, ensuring that the highest levels of care and safety are adhered in relation to these, thus qualifying them as Ordnance Corps Technical Officers.

11. With the additional of three new modules (highlighted in bold below) the course now consists of 12 modules;

² A Framework for Major Emergency Management Appendices (2006). Appendices to the framework are intended to support the Framework text and to provide extra detail in a number of key areas.

- a. **CBRN EOD First Responder Module**
- b. **Optical, Electro-optical and Mechatronic Systems Engineering**
- c. **Chemical, Biological and Radiological Device Defeat Course**
- d. Ordnance Corps Technical Officer Preliminary Studies Induction Course
- e. Tentage Erector & Field Repair Course for Ordnance Corps Technical Officers
- f. Research Methodology & Ethics
- g. Energetic Materials
- h. Ammunition Systems Engineering and Management
- i. Conventional Munitions Clearance
- j. Conventional Munitions Disposal
- k. Improvised Explosive Device Disposal No.1 Operator Induction Course
- l. Light Weapons Systems Engineering
- m. Heavy Weapons Systems Engineering

12. **New Modules - CBRN First Responder Course**

This two (2) week course teaches how to undertake a task appreciation and perform safely and effectively as a member of a CBRN EOD First Response Team for the conduct of various CBRN EOD/SOC tasks representative of those that may be encountered at an ATPC First Response/SOC incident.

13. **CBR Device Defeat Course**

This four (4) teaches student how to undertake a task appreciation and perform safely and effectively as a member of a BCMD and National CBRN Team for the conduct of various CBR Device Defeat tasks representative of those that may be encountered when deployed overseas or in an ATPC/A incident.

14. **Optical Electro Optical and Mechatronic Systems Engineering Course**

This four (4) week course focusing optical, electro-optical, laser and mechatronic systems teaches students the skills to develop competencies to supervise and manage the technicians and workshops who are charged with the complete life cycle management of all optical, electro-optical, laser and mechatronic systems in service in Defence Forces Ireland.

15. **Pipe Bomb Opening Machine PBOM**

- a. The range of equipment and new additions such as the PBOM and the Improvised Detonator Dismantler all contribute to safety, reliability of evidence and prevent contamination that no other nation offers. This was all done in-house by the Ordnance Corps.
- b. The ability of EOD/CBRN teams to reassure and deliver sound solutions to complex, large scale emergency events is always present. There is a huge network of advice providers available to the Corps and through other channels. The national CBRN team and their availability have to be considered in this new proposal as well.

16. **Manual Neutralisation Technique (MNT)**

The Ordnance Corps have a highest threat capability through Manual Neutralisation Techniques MNT and must be considered as a massive enabler to the security of the state

17. **RACO formally submits a claim to increase the flat rate of Explosive Ordnance Disposal (EOD) Duty Allowance to €144.03 This allowance is paid to Officers of the Ordnance Corps for performing a 24-hour duty in response to and increase treat and hazardous nature of duties in responding to Chemical, Biological, Radiological, Nuclear, and Explosive threats.**

The increase will;

- a. Compensate EOD qualified officers for the increased technical and education requirements now required to undergo and successfully complete the Masters Programme of Engineering in Weapons, Ordnance, Munitions and Explosives Course.
- b. Compensate for increased workload in the range of tasks now being performed by EOD officers since the introduction of the EOD allowance.
- c. Compensate EOD officers for the increase in risk now associated with these additional tasking's.
- d. To increase the attractiveness of a career in the Ord Corps.
- e. To improve the rates of retention of EOD qualified officers in the Ord Corps.
- f. To ameliorate for the loss of Fixed Period Promotion and the career limitations imposed on new entrants to the Corps.

18. For consideration by the PSPC.

(Earnán Naughton)
Commandant
General Secretary RACO



Representative Association of Commissioned Officers
Cromhlachas Ionadaitheach na nOifigeach Coimisiúnta



Claim- for the Reinstatement of Special Instructors Allowance for Officers

"The Defence Forces instructor trains personnel to be self confident, disciplined, physically fit, well motivated. They equip the soldier with the skills to survive on operations and perform effectively as a member of a team or weapons system crew. The instructor influences a soldiers whole life development including Professional and Personal development." (<http://www.per.gov.ie/wp-content/uploads/Instructors-Allowance1.pdf>)

1. Specialised Instructors Allowance was introduced in 2005 as a result of recommendations from findings of the Independent Monitoring Group (IMG) (Doyle Report) which recommended the creation of a newly defined Defence Force Instructor. The IMG recommended that to qualify for an instructors appointment in any of the institutions in question, personnel would have to successfully complete a "Specialised 'Instructors Course'" and should serve in such appointment for a limited period.
2. The Allowance was discontinued for officers since 2014 following the Haddington Road Agreement. The allowance continues to be paid to Non Commissioned Officers.
3. Commissioned Officers working in training establishments do not receive any instructor's pay for the personal and professional commitment they give towards the development of Defence Forces personnel. Officers in these institutions have either gone through a selection/interview process, e.g. Cadet School, or have completed an appropriate career course, e.g. Senior or Junior Command and Staff Course, to the required standard, as outlined in course reports, in order to be considered to be in a position to instruct on such courses. The training and education of cadets, recruits, Ptes, NCOs and officers is an integral part of the personal and professional development of personnel in the Defence Forces and therefore the personnel in institutions tasked with facilitating this education and development should be awarded appropriately.
4. Given that the same conditions exist that saw the merits of the recognition and introduction of this allowance in the first instance, the fact that the allowance continues to be paid to non commissioned officers and in recognition of the additional demands now being placed on these institutions and staff due to the increased recruitment demands of the Defence Forces, a claim for the payment of the allowance for officers is advanced.
5. The majority of these institutions are currently under strength in officer staff numbers. The work load and hours required to ensure that students on these course receive the required level of training places significant demands on officer instructors.
6. Below is outline of the commitments/demands placed on officer instructor in a range of schools and training establishments and is as such an example of the requirements/necessities of the officer instructor both within and outside the "normal" working hours. The roles and responsibilities outlined take these officer instructors away

from the homes, families, friends and their own personal lives for substantial periods of time throughout courses of training and typical working environments of respective institutions, but yet still do not fully outline the personal commitment that officers give towards ensuring that the personal and professional development of students on such courses is attained.

Cadet School Officer Instructor

- 14 weeks on tactical exercise/training per year.
- Unpaid Duty Officer eight (8) weeks/year
- Always on call to Cadets - no duty phone
- No routine working hours
- Regular early morning starts and late evening finishes
- Work consecutive weekends for training and ceremonial

Officer Training Wing Officer Instructor

- Three (3) weeks on examinations and field trips per Junior Command and Staff Course.
- Two (2) week on Command Post Exercises per Junior Command and Staff Course.
- Up to 20 hours per week (outside 'normal' working hours) on student corrections.
- Two (2) weeks per Mission Readiness Exercise - four (4) per year.
- Regular early morning starts and late evening finishes

Brigade Training Centre Officer Instructor

- Three (3) hours extra (outside 'normal' working hours) per day – this may be conducted at the training establishment or at home.
- Nine (9) weeks on tactical exercise/training per Potential NCO Course.
- Three (3) weeks on tactical exercise/training per Recruit Training.

"The responsibilities of an Instructor are above the normal required of such a grade and are qualification based. The allowance ensures the attraction and retention of suitably qualified personnel to instructor posts. The loss of this in-house capability to maintain instructional output would result in the requirement to procure these services from external military providers at an exceptionally high cost." <http://www.per.gov.ie/wp-content/uploads/Instructors-Allowance1.pdf>

7. RACO hereby claims for the reinstatement of Special Instructors Allowance for Commissioned Officers.

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Claim for Reinstatement of Fixed Period Promotion

Background

1. Fixed Period Promotion (FPP) was introduced originally in 1954, and adjusted in 1964 to its current period of 12 years. This FPP model was introduced in order to attract and retain Specialist Officers within the Defence Forces and to allow some element of career progression within a small population of technical officers. It was also designed to maintain some parity with engineers in other public service bodies and semi-state agencies. The introduction of FPP in 1954 and its adjustment in 1964 appear to have been accomplished largely as a result of interventions by the Institute of Engineers that negotiated on behalf of Defence Forces Engineer officers until the establishment of RACO in 1990.
2. Promotion in the Defence Forces must not be solely judged relative to the context of grade advancement in the Public Service. Military Rank and Promotion contains two principal dimensions.
 - a. The first dimension establishes and supports the Command & Functional hierarchy that is the foundation of Military Service. Rank reflects the command authority vested in the individual while recognising the competencies and associated qualifications dependent on corps, function etc.
 - b. The second dimension of rank and promotion, unlike the Public Service, is directly related to service retirement ages with consequential pension implications. The consequential career period (retirement age) of commissioned officers is determined on the obvious professional career progression, reflected through "rank". This is not the norm in the Public Service where staff, all grades, serves to 65. Forced retirement ages in the DF are significantly lower 54 for Captain, 56/58 Commandant and 60 for Lieutenant Colonel.
3. The military "career" management process developed this relationship between rank and retirement age. This mechanism is used by International Military Organisations as a means to ensure nothing but a reasonable career period for those who qualify, subject to meeting explicit qualifying criteria. For Special Service Officers (SSO's) of the Defence Forces, the attraction, commitment and retention of these specialists has been secured by the contractual determination (explicit in DFR's, Industrial Relations Agreements and their service T&C's) of a reasonable career period to a retirement age of 56/58 (Rank of Commandant). The direct relationship between retirement age and rank facilitates commitment to career service, attraction of the required caliber and retention of experienced corps specialists while in addition optimising the return on corporate experience of these officers to the benefit of the organisation.

Comparators

4. In considering replacement policies for SSO's, comparisons must be drawn to what is available to such qualified and experienced staff in the private sector in the knowledge that significant investment has been made by the DF in specialist military training and development of these officers. The replacement costs of continual induction, retraining and pension/gratuity coupled with the loss of corporate knowledge where FPP was not supported has already created organisation challenges significantly more costly to the Defence Forces relative to the benefits currently provided by the FPP process at the cost of "operational effectiveness".
5. The proven international military mechanism of FPP to the rank of Commandant optimises the return to the organisation while providing the necessary personal and professional career timeline to which military specialists would be attracted and retained. It should be noted that the retirement ages of SSO's has already been reduced from 65 to that of "line officers" since 1998. The process of how Fixed Period Promotion is administered relative to a purely "merit" based approach based on current definitions of "merit" may appear unique to the DF but so also is the unique direct relationship between rank and forced retirement ages.
6. The current promotion process to secure FPP for SSO's requires a Corps Suitability Board to decide on the suitability of promotion of these SSO's based on qualifying criteria to include performance on Career Course Professional Development, Review of Annual Performance Appraisals supported by Commanding Officer Recommendations while in addition a Recommendation by the Chief of Staff. Where the term "fixed" is used, this term is associated with "time" only. This process termed FPP is possibly a Career Progression Process that could be reviewed in order to reflect a more competitive based merit approach consistent with that favored by the Public Service, if that objective needs to be realised.

Note: Current supernumerary promotions suppress the lower rank and the real cost is solely the difference between the two rates of pay.

Considerations for the Reintroduction of FPP

Background: The number of currently serving SSO's in the DF is 66. These SSO's serve in Corps Streams to include Ordnance, Engineer, Medical, Legal, and School of Music. The T&C's of these officers are supported by Industrial Relations Agreements, DFR's and in many instances Personal Contracts with individual Officers. These Officers are promoted from Lt to Captain in three (3) years and from Captain to Commandant in 9 years (12 years total SSO Service) giving a career timeline up to 56/58years of age- mandatory retirement age.	
Advantages	Disadvantages
<ul style="list-style-type: none">✓ Attract Appropriate Caliber✓ Retain & Motivate Specialists✓ Retain Future Corporate Expertise✓ Maintain DF Capabilities✓ Retain in-house training capability	✓
Cost Benefit Analysis: Average cost to retain in service based on cost of each FPP is €5k per individual per annum at the Commandant V Captain rank. Cumulative cost for currently serving SSO's is €864k to 2024. <i>This</i>	

<p><i>figure does not consider the continual replacement cost of induction & training of replacement officers. If the option of extending pay scales without promotion was considered, the additional cost would be the same as if promoted however the service age of the rank and consequential earnings denied also which would have to be negotiated & costed.</i></p> <p>Potential cost to buyout could be in the region of € 1.82M which would need to be explored (Cost of future losses pay/gratuity and pension).</p> <p>Possible litigation costs for High Court €200k Minimum.</p> <p>Training Costs e.g. Ordnance Young Officers Course = €1.54m for 6 students.</p>
<p>Organisation Benefits: The FPP Process for SSO's designed to attract, retain and maintain DF Capabilities is a proven international military model. Because military specialties require organisation and occupational courses of training developed through competency application, the retention of this expertise and corporate skill set should not be taken for granted. In the absence of any other viable model of career strategy for SSO's, the proven SSO FPP model is, without doubt, the optimal solution for the organisation and the individual.</p>
<p>ECF Management: The convergence from a DF of 10,500 to 9,500 failed to embrace the numbers and terms of service for SSO's, 9 POC and numbers of Captains serving in overseas appointments. Organisation structures and numbers in various ranks should consider the DF capability demands supported by a responsive HR strategy. The ECF configured in 2011 is no longer fit for purpose in this respect. Ranks in Corps Streams must have the capacity to possibly reflect overall rank numbers of Captain & Commandant allowing greater fluidity in rank designation i.e. total number of officers and total cost as opposed to numbers in each specific rank.</p>

Fit For Purpose HR Policy- Retention

7. This facility of redeployment across the Public Sector is not provided to commissioned officers or other ranks of the Defence Forces.
8. Main pillars of traditional Commissioned Officers T&C's of service have been undermined in 2013 resulting in serious financial and service time implications i.e. shorter career period with subsequent loss of earnings, reduced pension and gratuity entitlements and loss of career potential within the organisation. These fundamental pillars of commissioned service in the DF have now been compromised resulting in the operational capability collapse of a number of specialist corps streams.
9. The Association hereby claims to the Commission to reinstate this key and traditional pillar of military service in order to secure key operational capability, long term experience and expertise and reduce the cost of continual recruitment into specialist streams.

(Earnán Naughton)
 Commandant
 General Secretary RACO



Representative Association of Commissioned Officers
Cromhlachas Ionadaitheach na nOifigeach Coimisiúnta



Claim for Review and Increase to Change of Station Allowance- COSA

1. The allowances pertaining to Change of Station that are currently applied to Commissioned Officers of the Irish Defence Forces have been in effect for over 21 years (13 July 1995). These provisions are contained in a series of documents (DFR S3 Pay and Allowances, DFR S3 Amendment 291 & DFR Q10) for expenses that are incidental, miscellaneous or pertaining to special circumstances. These documents can be said to be out-dated and in urgent need of review and updating, in order to align them with modern day norms across the Public Service.
2. A review of the relevance and applicability of this allowance is long overdue. This claim is necessary because the contents of Part VI of DFR S3 is incongruous to the work demands, tasks and expectations on serving officers. It should be noted that RACO has previously requested reviews of this DFR on a number of occasions since 1995, where the association's policies (numbers 40, 67 and 186) clearly illustrate the need for modernisation of this policy. It should also be noted that while the allowance operates on a similar basis to the practice outlined in Revenue's Statement of Practice on removal /Relocations Expenses, it is more restrictive with regards to amounts paid and term of payments - a point that is fully acknowledged and accepted by the Department of Defence and Revenue Commissioners.
3. Due to the exigencies of Military Service, Officers are required to move appointments frequently, normally every 18-24 months. *The average instance of posting is 8.82 times in a five-year period 2011-2016 (Defence Forces 2016).* Such instance of appointment changes invariably involve station relocation. No other grouping within the Public Service are subject to such frequency of change in appointments that more often require relocation from home station.
4. For example, in the period 2011-2016, the cohort of 2/Lt to Lt Col rank comprising 1056 Officers, experienced 9315 posting which equates to an average of 8.82 posting changes. Consequent relocation changes arising from such posting changes can negatively affect officers, based on the current regulations as laid down in DFR S3. Under DFR S3, an Officer can only claim the allowance for a maximum nine (9) month period as a result of a change of station within a five-year period. *These timelines are completely inadequate based on the demands of military service nowadays relative to when the allowance was first configured. The current regulations do not factor the duration that the individual may remain in these appointments, and thus be financially disadvantaged.*
5. It is the position of the Association that the COSA is out-dated and not fit for purpose placing commissioned officers at a distinct disadvantage relative to other Public Servants in spite of the significantly greater demands and costs associated with their profession.
6. The Association submits this claim to the Commission for a review and increase in COSA.

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Representative Association of Commissioned Officers
Cromhlachas Ionadaitheach na nOifigeach Coimisiúnta



Claim for Reinstatement of RDF Allowance for Performance of Additional Duties

1. Up to 2011, officers of the Permanent Defence Forces (PDF) assigned to Reserve Defence Force (RDF) Units were paid an allowance to compensate for additional expenses in lieu of subsistence (accommodation & meals) while performing their duties. Officers were paid a daily rate of €14.27.
2. The introduction of the Single Force Concept in 2013 saw the merging of the former Reserve Defence Force Units into Permanent Defence Force Units. *The officers of the PDF, assigned to deliver the training and operational integration of the RDF, do not receive any additional compensation for the considerable unsocial hours and weekend duty.*
3. RACO hereby claims for the reinstatement of Reserve Force Duty Allowance for Commissioned Officers to compensate for additional workload and unsocial hours.

(Earnán Naughton)
Commandant
General Secretary RACO



Representative Association of Commissioner
Cromhlachas Ionadaitheach na nOifigeach C



Claim – Lifetime Community Rating- Defence Force Implications

Government introduced Lifetime Community Rating Regulations wef 30 April 2015 (SI 312 of 2014)

1. Background

The conditions of service of Commissioned Officers provide for the range of Medical Health Care Provisions equivalent to that of a Private Health Plan. In accordance with Defence Force Regulation (DFR) A8, the Defence Forces and Director of the Medical Corps are obliged to maintain an accurate record of the medical history of DF personnel during service. Regulatory compliance has been facilitated by ensuring that access to external healthcare services is controlled by the Medical Corps. In return, the clinical record of the intervention / investigation is returned to the Medical Corps for follow on treatment and patient care. Officers were up to 2014 discouraged from accessing Private Medical Healthcare because of the obvious difficulty in securing subsequent medical reports.

2. The Health Insurance Authority has confirmed to us that the Lifetime Community Rating Regulations (S.I. No 312 of 2014) stipulated that credit is given for previous continuous periods of cover as an insured person in an "in-patient indemnity health insurance contract". Health insurance contracts are only sold by organisations that are registered with the Health Insurance Authority (HIA) and are regulated by it. The Defence Force provisions are not considered as health insurance contracts as the Defence Forces are not registered or regulated by the Health Insurance Authority. The Defence Forces provisions also do not comply with health insurance legislation such as open enrolment or lifetime cover.

3. **Redundant Policies:** Currently, there is no provision in the regulations for Lifetime Community Rating loadings to be waived by an insurer irrespective of the circumstances. Our members (those over 34 years of age) are now being forced to purchase indemnity health insurance plans since 2015 purely to negate the future impact of the very significant "age" levies imposed by these new regulations when they retire from the Defence Forces. No benefits can accrue to the Defence Forces or our Members by association with these plans while in service essentially making these plans redundant to their application until and on retirement from the Defence Forces.

Section 7 of the Regulations specifies that the Minister for Health may cause a review of the functioning of these Regulations to be carried out by the Authority at any time after 30 April 2017. These regulations failed to recognise and facilitate the operational requirement of and obligations of DFR's of the Defence Forces and consequently the unique situation of our Members.

4. **Duplication of Cover:** Overseas Service (PDF & Spouses) on accompanied deployments overseas (encompassed by Financial Support packages) is covered by VHI Global policies that are then subcontracted to 3rd parties. The Health Insurance Authority (HIA) has confirmed to RACO that such VHI Global policies do not cover

personnel domestically over certain collective periods thereby requiring these personnel to take out a domestic policy in addition to the Global policy.

Commissioned Officers are adequately covered by the provisions of the Defence Forces Medical Scheme as a condition of their service. Those deployed overseas with a FSP are additionally covered by a VHI Global policy. Those >34 years of age must now purchase a redundant domestic health policy to avoid future levies on retirement. This amounts to double and in some instances triple cover that is undoubtedly unnecessary and excessive.

5. **Foreign Armed Forces:** Government's in other countries support military service and serving personnel recognising the nature of military service and the requirements around occupational health care provision. Where insurance levies are applied by blanket legislation, respective Governments derogate those in military service in a cost neutral way. This is simply achieved upon retirement where a "certificate of service" is presented to the Health Insurance Provider negating the equivalent LCR levy. An example of such recognition is the Australian Armed Forces.
6. **Conclusion:** Government introduced LCR in 2015. The Department of Defence did not engage with the HIA or Government Departments prior to its publication with respect to representing the unique conditions of service of Defence Forces personnel.

An opportunity exists to address the anomalies created by implication of SI 312 for the Defence Forces in that a review is provided for in the statute to be conducted by 2017. The Association is requesting that recognition of the unique circumstances of service be factored in addition to the fact that previous pay reviews were reduced in recognition of the Defence Forces Medical provisions.

7. RACO hereby claims for reimbursement of LCR Costs or Government Derogation for those in Military Service.

Earnán Naughton
Commandant
General Secretary RACO

Employment Control Framework for the Defence Group 2010-2012

Introduction

1. In accordance with Government Decision S180/20/10/1160 of 3 December 2009 (hereafter, "the Government Decision"), total public service numbers for the Defence Group will be managed in accordance with the terms of this Employment Control Framework (ECF) with effect from 1 January 2010 to 31 December 2012, inclusively.
2. The granting of sanction by the Department of Finance for the expenditure of Exchequer funds for the purpose of remuneration of Civil and Public Servants employed in public service bodies¹ will be subject to compliance by the Defence Group with the terms of the ECF.

Numbers ceilings

3. The overall numbers ceiling for the Defence Group, consisting of Vote 36 (Defence) and Vote 37 (Army Pensions), for the term of the ECF is set out in Table 1.
4. For the term of the ECF, the sub-ceilings in Table 1 will apply for:-
 - a. PDF numbers;
 - b. Nursing Service and Chaplains;
 - c. Civilians ;
 - d. Civil Servant numbers; and
 - e. Coiste an Asgard.

Table 1

	2010	2011	2012
PDF numbers	10,000	10,000	10,000
Nursing Service and Chaplains	36	36	36
Civilian numbers	740	700	670
Civil Servant numbers	385	385	385
Total	11,161	11,121	11,091

5. As regards the Civil Service element of the overall numbers ceiling for the Defence Group, compliance is explicitly subject to the additional controls and

¹ A public service body is as defined in Section 1 of the *Public Service Superannuation (Miscellaneous Provisions) Act, 2004*.

safeguards set out in the Administrative Budget Agreement for each of the Votes listed in Section 3.

6. The overall Vote Group employment ceiling as set out in the ECF is binding.
7. In general, the associated sub-ceilings will not be altered during the term of the ECF. Where alterations are made to the sub-ceilings, such alterations will require the sanction of the Department of Finance and such sanction will require a compensatory alteration to ensure continuing compliance with the overall Vote Group ceiling as set out in the ECF.
8. Where (1) a Vote is added to the Vote Group or (2) an NCSSB is established, alterations made to the sub-ceilings will require the sanction of the Department of Finance and such sanction will require a compensatory alteration to ensure continuing compliance with the overall Vote Group ceiling as set on in the ECF.
9. Within the terms of the ECF, deployment, grade configuration, recruitment and management of staff are matters to be determined at local level in accordance with relevant Circulars as issued by the Department of Finance, subject to relevant employment law provisions, and subject to the following conditions and qualifications:-
 - a. In accordance with the Government Decision of 3 December 2009, the staffing moratorium on the filling of vacancies by recruitment or promotion will remain in place until the ECF is shown to be operating effectively to bring about the permanent, structural reduction in staff numbers as required. In practical terms, therefore, it remains the position that any proposed exceptions to the moratorium will need to be cleared in advance with the Department of Finance in the normal way, until such time as the Department of Finance confirms in writing that the ECF is operating satisfactorily to achieve the aggregate numbers reductions required in each sectoral area.
 - b. Irrespective of the status of the moratorium on public service recruitment and promotion for a particular Vote Group or Vote, the recruitment of staff is subject to the following conditions:-
 - i. the targeted reductions required by the annual ceiling and sub-ceiling have been met in full;
 - ii. the proposed recruitment is consistent with the need to comply with the following year's target ceiling and relevant sub-ceilings;
 - iii. there is capacity in the pay allocations for the current year and for the full-year costs in the following year's pay allocation, in line with the multi-annual expenditure allocations established each year in the context of the annual Estimates; and
 - iv. vacancies are filled in accordance with any central instructions issued by the Department of Finance regarding recruitment or promotion, with particular emphasis on the use of redeployment wherever possible.

Pay Allocations

10. The pay allocations in the Estimates process for each year will be determined in line with the numbers ceilings for that year and, once set, these allocations may not be exceeded.

Management Posts

11. In order to combat the possibility of upward 'grade drift', the following safeguards will apply:-
12. The distribution of Civil Service grades within the Group shall be subject to:-
 - a. No more than 54 being at AP or equivalent and above.
 - b. The distribution of PDF grades within the Group shall be as set out in Appendix A.
13. The distribution of civilian grades within the Group shall be subject to:-
 - a. No more than 8 being at AP or equivalent and above.

Specific Measures for the Defence Group

14. Within the overall numbers ceiling, sub-ceilings and Vote ceilings set out on Table 1, the following specific measures will apply:

The ECF entails a commitment to re-organising the PDF based on a strength of 10,000 including updating of regulations as well as regularisation of posts that currently require acting up allowances on an ongoing basis. This includes posts that have arisen at home over recent years on foot of changing demands where it has not been possible to fill the vacancy through other means. Overseas appointments for Officers must be met from within the sanctioned ECF number. This will eliminate the possibility of further acting up for Officers when serving overseas, save in the most exceptional circumstances which will require the specific sanction of the Department of Finance.

Appointments and postings within the framework of the revised organisation will be managed in such a way as to significantly contain the requirement for payment of acting up and substitution allowances to enlisted personnel. However, to provide some flexibility for exceptional demands, a provision of up to 100 acting up posts will be retained for enlisted personnel where all other options in terms of redeployment, reorganisation or redesignation of work etc. to fill vacant posts arising have been exhausted.

Reporting

15. Existing sectoral and ECF reporting mechanisms will be continued: (a) the monthly CSSIP system in respect of the Civil Service, and (b) the quarterly reporting system for Public Service Numbers which facilitates the return of information for the end of March, June, September and December each year. Quarterly Reports will be required within 30 calendar days of the end of each quarter.

16. In accordance with the Government decision, the Department of Finance will report to Government on the position regarding public service numbers on a quarterly basis.

Compliance

17. The Department of Finance is responsible, in the first instance, for ensuring that (1) overall public service numbers are managed in accordance with the terms of the ECF and (2) appropriate management frameworks are in place both within the Department, and, where relevant, within those NCSSBs and other executive agencies under its aegis to ensure compliance with the ECF, including compliance with all relevant employment law provisions.
18. The Department of Finance reserves the right to suspend or revoke the ECF, in whole or in part, in cases where the public service numbers are not being duly managed in line with the provisions of the ECF, with particular regard to the numbers ceilings. In such cases, the Department of Finance may substitute other control arrangements, including more rigorous moratorium arrangements in respect of recruitment, promotion and other matters.

Appendix A

Distribution of PDF Grades

	Numbers	%
Officers	1,351	13.51%
Enlisted	8,649	86.49%
Total	10,000	100.00%
Lt. General	1	0.01%
Maj. General	2	0.02%
Brig. General	9	0.09%
Colonel	43	0.43%
Lt. Colonel	152	1.52%
Commandant	370	3.70%
Captain/Lieutenant	774	7.74%
Total Officers	1,351	13.51%
Sgt Maj/BQMS	89	0.89%
CS/CQMS	527	5.27%
Sgt/Cpl	3,136	31.36%
Private	4,897	48.97%
Total Enlisted	8,649	86.49%
Total	10,000	100.00%

Amex 'O'

Representative Association of Commissioned Officers Job Evaluation Questionnaire

Captain (Line) Army

Name	Tadhg O'Donoghue
Rank	Captain
Unit	1 Brigade Training Center
Appointment	Second in Command of 1 Brigade Training Center
Date Entered Service	03 Oct 2004
Phone Number	0871320580
E-mail Address	Tadgh.o'donoghue@defenceforces.ie

Please return completed questionnaires to:
Capt. Michael Geraghty
RACO Park House
North Circular Road
Dublin 7

Appointment

1. To carry out the duties and responsibilities of the OIC in his/her absence, supervise and co-ordinate the training and operational activities of the unit and carry out the work of the Admin Officer.
2. To manage and carry out administration responsibilities for BTC 1 Bde, co-ordinate the activities of the unit within 1 Bde and carry out the orders of the OC as directed.
3. To manage and carry out logistical responsibilities for BTC 1 Bde, co-ordinate the activities of the unit within 1 Bde and carry out the orders of the OC as directed.
4. To manage and carry out all technical responsibilities for BTC 1 Bde, co-ordinate the activities of the unit within 1 Bde and carry out the orders of the OC as directed.
5. To manage and carry out all communication responsibilities for BTC 1 Bde, co-ordinate the activities of the unit within 1 Bde and carry out the orders of the OC as directed.

Previous Appointments

Appointment	Duration
Current 2 I/C & Adjutant 1 BTC	1 Year
Company 2/IC 49 Inf Gp UNFIL Lebanon	1 Year
Operations & Intelligence Officer 12 Inf Bn	1 Year
Company 2I/C B Company 12 Inf Bn	1 year
Staff Officer Operations 105 Inf Bn UNIFIL Lebanon	1 Year
Platoon Commander 4 Inf Bn	4 Years
Platoon Commander 116 Recruit Platoon 1 BTC	6 Months

Quantifiable Information

Responsibility for the full time management, administration and welfare of 27 military personnel as well as any students or inductees on courses in addition (up to 84 students at any one time)

Since 2006 the number and scale of induction and junior leadership courses has continued to rise leading to the unprecedented situation where over 80 students will be on three separate courses in 1 BTC at the same time in January 2017.

Job Content

1. The Second in Command is the principal advisor to the Commanding Officer.
2. He will assume the duties of the Commanding Officer at any time.
3. In addition to his duties as outlined in the Manual of Staff Duties 1980, he will have general responsibility over the staff and ensure they function efficiently.
4. He may transmit the orders and decisions to the Staff sections in the name of the Commanding Officer.
5. He may ensure that the instructions of the Commanding Officer to BTC 1 Bde personnel are carried out promptly and efficiently.
6. In addition to the general responsibilities outlined above, he will hold specific responsibility in the areas outlined as follows in conjunction with Ops/Int/Trg Section.
7. Ensures that all the tasks allocated to the Unit are completed in a correct and timely manner.
8. Develop, co-ordinate and partake in special projects as directed Unit OIC.
9. Monitor and advise on delivery of best practice in BTC 1 Bde.
10. Induction of personnel into unit.
11. Ensures that all the tasks allocated to the Unit are completed in a correct and timely manner.
12. Co-ordinates Unit Performance Management Processes on behalf of EO 1 Bde including Unit Annual Plans, progress reports and related guidance material.
13. Develop, co-ordinate and partake in special HRM projects as directed by Bde Adj..
14. Monitor and advise on delivery of best practice in BTC 1 Bde
15. Advises OC on all HRM matters, bears responsibility for the development of Unit HRM policy.
16. Responsible to OC for all routine administrative functions of the Unit.
17. Ensures that all the tasks allocated to the Unit are completed in a correct and timely manner.
18. He will be responsible to the Commanding Officer for all Arms and Equipment in stores.
19. He will personally check on a weekly basis all stores, etc., issued to BTC 1 Bde and draw the Commanding Officer's attention to any deficiencies.
20. He will supervise the issue from his stores of all arms and equipment. He will bring to the Co's attention any undue wear or tear which may have come under his notice.
21. Develop, co-ordinate and partake in special HRM projects as directed by Bde Adj.
22. Monitor and advise on delivery of best practice in BTC 1 Bde
23. As Unit Technical Officer he/she is responsible to the Commanding Officer on all matters related to transport in general and specifically for;
 - a. Detailing of all MT in the BTC 1 Bde.
 - b. Security and control of all vehicles, stores and equipment under his control.
24. The compilation and authentication of subsistence and other claims by personnel under his control.
25. That all directives from higher authority are observed by those under his control.
26. Monitor and advise on delivery of best practice in BTC 1 Bde
27. As Unit Signals Officer co-ordinates and exercises technical supervision over the training and activities of all signal personnel in the BTC 1 Bde. Under staff

- supervision of the Operations Officer, he keeps himself informed of current and planned activities of the unit, and makes recommendations in accordance with these plans;
28. Ensures that all the tasks allocated to the Unit are completed in a correct and timely manner.
 29. He will be responsible to the Commanding Officer for all communication equipment in stores.
 30. He will personally check on a weekly basis all stores, etc., issued to BTC 1 Bde and draw the Commanding Officer's attention to any deficiencies.
 31. Monitor and advise on delivery of best practice in BTC 1 Bde

KEY DUTIES AND ACTIVITIES:

1. Current Ops
 - a. He will prepare plans, order and ops to meet operational requirements.
 - b. He will plan, co-ordinate and supervise Aid to Civil Power Armed and Unarmed.
 - c. He will co-ordinate and allot responsibility for non-personal weapons, equipment, explosives, ammunition, operational vehicles, signals equipment and warlike stores) operational resources.
 - d. He will ensure the standard of operational readiness is as required.
 - e. He is responsible for the movement of troops, escorts patrols, alert systems, comms, slidex, equipment, security systems, and procedures.
2. Training
 - a. He will direct, co-ordinate and supervise all training in the BTC 1 Bde inclusive of all courses and exercises.
 - b. He will ensure the appropriate Training Directives, Instructions, Syllabi, maps and manuals are available. In this respect he will ensure that training diaries are used for all unit courses.
 - c. He will control the application for ranges (and equipment in conjunction with the 1 Bde Logs Offr).
3. Overseas Ops
 - a. He will co-ordinate the selection and processing of other rank volunteers for overseas service.
4. Intelligence
 - a. The BTC 1 Bde 2 IC is responsible for keeping the Commanding Officer, the Staff and those who need to know, fully informed of the threat assessment, weather and terrain, and other matters which constitute a threat to the Unit, or any of its areas of responsibility. He will have the intelligence element of the Operations/Intelligence Section under direct control, and work in tandem with the Operations Officer, The Garda Síochána and other intelligence agencies and sources.
 - b. He will be responsible for:
 - i. Supervision and training of Int personnel.
 - ii. Plans and supervises the counter-intelligence training to counter the threat.

- iii. Prepares the intelligence estimate.
- iv. Keep the CO, Higher and Lower Authority fully informed on the enemy by studying current trends, ideology, training, equipment and methodology of subversives.
- v. The clearance of all unit personnel for security purposes.
- vi. In conjunction with Operations Officer, briefs and debriefs all patrols.
- vii. Monitor attendance of 1 BTC personnel presenting in civilian courts.

5. Sport

a. Recreational and Educational

i. Direct training and operations activities within the Unit.

- 6. Assist in development of Unit Annual Plan, Training Plan progress reports and related guidance documents.
- 7. Assist in development and achievement of Unit OIC Performance objectives.
- 8. Partake in Brigade level special projects, promotion projects & other Boards as directed.
- 9. Ensure new entrants to the Unit carry out an Induction Cse
- 10. Carry out any additional tasks and duties as directed by O/C BTC 1 Bde
- 11. The Adjutant will be the principal advisor to the Commanding Officer on all matters relating to 'A' Administration. He will be responsible for the operation, custody and control of all 'A' Records. He will supervise the Orderly Room staff and his general areas of responsibility will be as follow:-
 - a. Unit Strength.
 - b. Personnel Management.
 - c. Morale.
 - d. Discipline, Law and Order.
 - e. Funerals.
 - f. He will ensure with the assistance of the BTC 1 Bde, Coy Sgt and the Orderly Room Staff that his specific responsibilities are carried out in accordance with DFRs and all other relevant instructions. He will ensure the correct compilation of the Parade State and Duty List, ensuring that Unit routine is observed at all times. He will monitor and record all leave and secure confidential files and LA 30s (Admin) of the BTC 1 Bde. He will ensure safe custody of travel warrant books and will ensure that they are NOT accessible to authorised persons. He will ensure that the instructions, responsibilities, administration and procedures as outlined in Chapter 4 of 'A' Admin Instruction 1/96 are adhered to. He will control the Instructions, Military Law, The Defence Act and Rules of Procedure, and maintain a current set of amended regulations. He is responsible for the compilation/consolidation of all Ration Indents as outlined in Chapter 5 of 'A' Admin Instr 1/96.
- 12. The Adjutant is responsible for the final validation of both paper based and iExpenses subsistence claims prior to these claims being approved by the authorised officer, and should ensure that claims are cross checked against the relevant documents as per Annex 'A'
- 13. Maintain close liaison with the Gardai.
- 14. Maintain files on all personnel of the unit who are suspect.

15. "Q" Branch administration (less Technical Stores and Equipment and M.T. and petrol & Oils Accounts) of the Unit.
16. "A" Branch administration of the Unit.
17. All duties relating to the payment of Unit personnel in accordance with D.F.R. S.2.
18. Interior economy of the Unit.
19. Ensuring the protection of arms and ammunition in the Unit Stores against fire, theft and burglary in accordance with regulations. In this Direct HRM responsibilities within the Unit.
20. Co-ordinate Unit Annual Plans, progress reports and related guidance documents.
21. Partake in Brigade level special projects, promotion projects & other Boards Convened by GOC 1 Bde as directed. *The breadth and scale of Working Groups and Boards in particular Promotion Boards has hugely increased in the last few years. This puts an increased toll on the workload of the position.*
22. Ensures the implementation of the 'Excellence Through People Award' in BTC 1 Bde. *This is a new initiative since 2006 and the burden of administration attached to it is very high again increasing the workload of the appointment.*
23. Assist in the implementation of Bde HQ health and safety policy. *Since 2006 the DF Health and Safety management system has been adjusted on a number of occasions. The current system is comprehensive and the responsibility for its management in the unit ultimately falls on the OC and 2IC during substitution.*
24. Carry out any additional tasks and duties as directed by OIC BTC 1 Bde
25. Oversee the induction process for new entrants into the unit. *The number of new inductees into the unit either as recruits or as transfers has greatly increased since 2006.*
26. He will ensure that the BTC 1 Bde Quartermaster Sergeant has a thorough knowledge of his duty and will closely supervise his work.
 - a. In this regard inefficiency or irresponsibility will immediately be brought to the notice of the CO.
27. On taking over new quarters, he will depute an Officer to handover the old quarters to the incoming unit, who will obtain receipts for all items handed over and a statement that everything is clean and correct.
28. The Logs Officer will take over the new quarters personally, and will immediately make out a list of any damages or deficiencies he notices.
29. He will handover one copy to the Representative of the new departing unit, and will furnish a second copy to the Commanding Officer via 6/1926.
30. The maintenance of orders for:
 - a. Detail NCO.
 - b. Technical Stores NCO.
 - c. Standing Orders Drivers.
 - d. Any other orders regarded as vital to the efficient functioning of the BTC 1 Bde.
31. Liaison with OC Bde Veh Workshops with regard to ensuring regular servicing, repair and general maintenance requirements are carried out.
32. The Tasks as Signals Officer;
 - a. Training and administration of the Section.
 - b. Procurement and replacement of signal equipment.
 - c. The compilation and authentication and submission to higher authority.

- d. That all directives from higher authority are observed by those under his control.
- e. The maintenance of orders for;
- f. Signal Stores Sergeant.
- g. Signal Stores Staff.

Knowledge & Experience Requirement Skills

- 1. Requirement for a high level of planning and co-ordination skills in order to allow personnel and procedures adopt to the changing mission/tasking.
- 2. Requirement for a high level of effectiveness in communicative skills, leadership and respect among reporting personnel and superior officers.
- 3. High level of problem solving and decision making capabilities in respect of areas such as policy issues, research recommendations and management of personnel.

Qualification Requirements

- 1. Platoon Commanders Peace Support Course
- 2. Infantry Young Officers Course.

Training Requirement

1. Specialised Instructors Course – New DF Initiative
2. Military Instructor Grade Two Course – New DF Initiative
3. Unit Adjutants Course
4. Personnel Management System Course
5. Management Inventory Framework Course
6. Logistics Officer Course
7. ILSW Instr Course
8. CRC Instr Course
9. SERE Instr Course
10. LFTT Instr Course
11. Gender Advisor Course – New DF Initiative
12. DIRT Operator Course
13. Electronic Training Range Operators Course
14. PTI Course
15. FIBUA Instructors Course

The range and scope of qualifications necessary for this appointment continue to increase as the range of material being instructed increases. The appointment holder must be qualified in a whole range of areas in order to exercise a supervisory function over instruction and training exercises.

Work Experience

1. Minimum of 5 years experience in a military infantry unit conducting entry level training.
2. Minimum of 5 years experience in managing qualified military staff.
3. Experience in the conduct of administration at sub-unit and unit level.
4. Successful completion of an honours degree (Bsc in Physical Education).
5. Served as Platoon Commander of a Recruit Platoon.

Skills Requirements

Abilities

		Low	Medium	High	Critical
Strategic Thinking	<input type="checkbox"/>	<input type="checkbox"/>	X		<input type="checkbox"/>
Planning Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Problem Solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Analytical Thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Conceptual Thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Creative Thinking	<input type="checkbox"/>	<input type="checkbox"/>	X		<input type="checkbox"/>
Quantitative Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

Personal Attributes

		Low	Medium	High	Critical
Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Influence	<input type="checkbox"/>	<input type="checkbox"/>	X		<input type="checkbox"/>
Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Innovation	<input type="checkbox"/>	<input type="checkbox"/>	X		<input type="checkbox"/>
Team Building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		X
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

Conditions & Risk

1. Responsible for the training of personnel in the safe operation of weapons and munitions.
2. Responsible for the management of risk in the preparation, management and supervision of Live Fire Training Exercises. *These exercises are a new addition since 2006 to the type of training being carried out in 1 BTC. The level of risk now being managed is higher than ever before.*
3. Responsible for supervision and management of the safe use of a range of Vehicles during operations and training.
4. Responsible for the preparation of written orders for all training exercises and supporting operations.
5. Sole responsibility for Risk assessment and analysis is vested in 2IC during the CO's absence.
6. Responsible for the supervision of a large number of training exercises in 1 BTC annually. *The number of exercises and time spent tactical training continues to rise as more and more courses are being ran.*
7. Plan, conduct and assess physical training in the unit considering unit staff and students attached to the unit. Provide timely and appropriate physical training interventions. Conduct risk assessment s on the conduct of high tempo physical training on robust courses.
8. Responsible for the induction of recruits in 1 BTC and the supervision of their training course as well as a monitoring function for all induction training in 1 BTC. *- 1 BTC now monitors all recruit training throughout the Bde and is responsible for the pre-training for all instructors. This pre-training is a new initiative and the duration of which has doubled in the last 12 months.*
9. Responsible for the Induction, wellbeing, governance, supervision and career management of instructors. *- new promotion policy for other ranks has put a lot of focus on this area as NCOs are worried about career management more than before.*

Additional Information

1. Responsible for the security of Barrack locations during 24 hour security duties. – new security duty in Collin Barracks in 2016 has led to twice as many duties as before.
2. Member of financial audit boards for mess accounts.
3. Responsibility for assisting with the selection of subordinate personnel for overseas opportunities - new systems for selection for overseas has resulted in a new administrative demands being placed on units which are time consuming to fill.
4. Responsibility for assisting with the selection of subordinate personnel for career advancement courses. – new systems for selection for promotion has resulted in a new administrative demands being placed on units which are time consuming to fill.
5. Responsibility for managing the careers of military subordinates in 1 BTC.
6. Available for all Ceremonial Tasks, responsible for the training and performance of troops on ceremonial tasks
7. Responsible for fulfilling Ceremonial Taskings both within the unit on formal passing out parades and outside the unit on state ceremonial tasks – engagement in public events including both formal and informal has increased dramatically since 2006 culminating in the huge effort in support of the 2016 events.
8. Responsible for the governance and supervision of long term career advancement courses – These courses are now affiliated with IT Carlow. This has resulted in the Unit being responsible for the governance, administration and supervision of how these courses are run in conjunction with HETAC as well as an increased supervisory role with regard to submission directly to IT Carlow.
9. Responsible for the implementation of the single force concept within 1 BTC. This includes the supervision 1 BTC RDF personnel overseeing all RDF training courses in 1 Bde. – 1 BTC now supervises ALL RDF training courses in 1 Bde. This has a huge impact on the time spent involved in RDF training which was previously the remit of dedicated RDF Cadre Staff.
10. Available for selection for non-gazette appointment and appointments in addition such as BPEO 1 Bde. – decreased strength means more non gazette appointments for all junior officers. Increases in the number of boards and working groups compounds this.
11. This holder of this appointment was previously in receipt of Specialised Instructor Allowance. Since 2013 this is NOT the case even though the other ranks who are involved in training in 1 BTC are in receipt of either an Instructor Allowance or Specialised Instructor Allowance.