

WHY JOIN AN GARDA SÍOCHÁNA?

When considering if a career in An Garda Síochána is for you, it is worth being informed about the remuneration and benefits that come with the role:



ENTRY AGE LIMIT
INCREASED TO
50 YEARS

TRAINING, LEARNING AND DEVELOPMENT

- As a trainee you will undergo the **Foundation Training Programme**, the initial training and development programme that incorporates the training required to perform the role and functions of a Garda in an efficient and effective manner.
- The programme incorporates a **Level 7 Bachelor of Arts Degree in Applied Policing, accredited by the University of Limerick**, containing three phases of training.
- Upon successful completion of phase one, Garda Trainees become sworn members of An Garda Síochána (this is called attestation) and commence their probationary period (normally two-years from attestation) in accordance with the provisions of the Admissions and Appointments Regulations.
- You will receive further training, tailored to the requirements of your specific role throughout your career.

PAY

- Garda Trainees will receive an allowance of **€354** per week for the 36 weeks of training.
- Accommodation and food is provided while resident in the Garda College from Sunday to Friday.
- Garda Trainees attest after 36 weeks and move to the first point of the Garda Incremental pay scale of **€37,311** (As of 1st October 2024), rising incrementally to €57,985 per annum after 8 years. Two further increments are applied after 13 and 19 years' service respectively.
- Additional increments may be applied based on educational qualifications (Diploma or Degree) following probation.
- Gardaí Trainees will be assigned to work the core shift roster (12-hour), which attracts **additional allowances**.
- Gardaí will have the opportunity to work on overtime, which is paid at a rate of time and a half, unless worked on a Sunday/public holiday, which is paid at double time.

ANNUAL LEAVE/ SICK LEAVE

- Upon moving to phase II (after attestation), Garda Trainees get **29.5 days paid annual leave** per year inclusive of public holidays and Good Friday, with a pro-rata entitlement for periods of service less than one year.
- For Gardaí on operational duties, public holidays and Good Friday are to be regarded as normal working days except where they happen to be rostered as rest days.
- There are **flexible working options** available throughout your career (approval of management required).
- After three months training, **sick leave** provides full payment of your weekly training allowance for a period of up to four weeks may be allowed. The amount of any benefits payable under the Social Welfare Acts is deducted from the payment during illness.

OTHER BENEFITS

- **Fast Accrual (Uniformed) members pension scheme** – allows you to build up pension benefits at a higher rate each year.
- There are numerous Garda **societies and club** which facilitate the pursuit of healthy leisure activities, including sports clubs facilitated by a network of sports representatives.
- Comprehensive **wellbeing supports** and **access to the Doctors of Choice GP scheme** (GP consultation fee is covered by An Garda Síochána).
- Access to **Garda Credit Unions**.
- **Medical Aid** scheme.
- Paid **maternity leave**.
- On attestation, Gardaí are assigned to a regular unit working the **Core Roster** comprising of 4 days on/4 days off. The hours of duty are made up of two tours commencing at 7am to 7pm, followed by two tours of 7pm to 7am.