



TRAINEE RECRUITMENT

IT'S A JOB WORTH DOING.

Why join An Garda Síochána?

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.



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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.

Who can join An Garda Síochána?



To be eligible for selection as a Garda Trainee, an applicant must:

- Be between the ages of 18 and 49. (Be 18 years of age but not yet 50 years of age at midnight on the 27 February 2025).
- Be of good character.
- Be certified by a Registered Medical Practitioner (nominated by the Commissioner) to be in good health, of sound constitution and suited physically and mentally to performing the duties of a member of the service.
- Have passed a Physical Competence Test and such other tests as may be determined by the Commissioner.
- Be a national of an EU Member State, an EEA State, the United Kingdom of Great Britain and Northern Ireland or the Swiss Confederation or a refugee, or a family member of such a person, in relation to whom a refugee declaration is in force and continues to be in force for the entire duration of the Garda Recruit selection and admissions process, or a person granted subsidiary protection, or a family member of such a person, in relation to whom a subsidiary protection declaration is in force and continues to be in force for the entire duration of the Garda Recruit selection and admissions process, or have had a period of one year's continuous residence in the State and, during the 8 years immediately preceding that period, has had a total legal residence in the State amounting to 4 years.
- Have obtained an Irish Leaving Certificate with a grade D3 or O6 minimum in five subjects at Ordinary Level, or hold a Level 5 Major award (120 credits) on the National Framework of Qualifications (NFQ), or hold a recognised qualification (at Level 5 or greater), deemed comparable to the aforementioned qualifications as determined by Quality and Qualifications Ireland (QQI).
- Be proficient in the Irish language and/or the English language.
- Must have relinquished all previous employment prior to entry to the Garda College and may not be on a career break from any such employment upon entry.

Application Process

1. Create a profile/ log in to publicjobs.ie
2. Fill out the online application form, selecting one of the 3 streams
 - General
 - Irish Language
 - Serving Garda Reserves
3. Assessment tests
4. Competency based interview
5. Garda appointments process – physical, medical, drug and vetting



Three Streams



General

- See next slide for requirements.

**IT'S A JOB
WORTH DOING.**

Proficiency in Irish Language

- Candidates who indicate their interest in this stream who are invited through to the final stages of the selection process will be required to undergo a competency based interview in Irish prior to being considered for such a position.
- They must demonstrate a minimum Level B2 on the Europass self-assessment framework.
- Candidates appointed from this stream must be able to provide a full range of services in Irish. If successful, candidates will be allocated to Gaeltacht areas for a period of time as and when determined by the Garda Commissioner

Garda Reserves

To be eligible to apply under this stream you must have:

- Be a Garda Reserve at the time of application
- Completed their probationary period
- Performed their role to a satisfactory standard
- Served a minimum of 120 hours per year for two of the last four claim years
- Fulfilled the conditions for entry as set for candidates at [PublicJobs.ie](https://www.PublicJobs.ie)

What are the requirements?



EDUCATION

By the closing date of the competition applicants must:

- (a) have obtained an Irish Leaving Certificate with a grade D3 or O6 minimum in five subjects at Ordinary Level*, **or**
- (b) hold a minimum of a Level 5 Major award (120 Credits) on the National Framework of Qualifications (NFQ), **or**
- (c) hold a recognised qualification (at Level 5 or greater), deemed comparable to the above in terms of both level and volume of learning as determined by QQI **AND**
- (d) be proficient in either or both of the following:
 - the Irish language
 - the English language

CITIZENSHIP

- (a) be a national of a European Union Member State; **or**
- (b) be a national of a European Economic Area State, the United Kingdom of Great Britain and Northern Ireland or the Swiss Confederation; **or**
- (c) Under the International Protection Act, 2015 and in compliance with the Admissions and Appointments Regulations 2013, as amended, be **(i)** a refugee or a family member of such a person in relation to whom a refugee declaration is in force and continues to be in force for the entire duration of the Garda Recruit selection and admissions process **or (ii)** a person granted subsidiary protection or a family member of such a person in relation to whom a subsidiary protection declaration is in force and continues to be in force for the entire duration of the Garda Recruit selection and admissions process; **or**
- (d) by the closing date of the advertisement of this competition, have had a period of one year's continuous residence in the State, and during the eight years immediately preceding that period, have had a total residence in the State amounting to four years.

PHYSICAL

Applicants are expected to be aerobically fit in order to safely undergo training. All applicants will undergo a Physical Competence Test as part of the application process.

Applicants must pass all elements of the test and there is strictly no deviation from the format of the test. Successful applicants must maintain their fitness during the Foundation Training Programme.

Failure to maintain the required levels of fitness during training will be a breach of contract and constitute a termination of contract.

A demonstration video and detailed information regarding the Physical Competence Test are available on the **Garda website**.

“I want to appeal particularly to underrepresented communities and also to women to consider joining An Garda Síochána: we are a good employer, and we offer really worthwhile work.

Ensuring An Garda Síochána is comprised of members from a variety of backgrounds means different viewpoints and experiences are being brought to the table.”

Drew Harris, Garda Commissioner





THANK YOU