

Garda Trainee Recruitment Factsheet



7. Trainee Gardaí/Probationer Programme

The Trainee Garda/Probationer training programme is delivered over 104 weeks leading to a BA in Applied Policing. Training is divided into three phases;

Phase I: Phase I is 34 weeks including two weeks leave. Trainee Gardaí will reside at the Garda College, Templemore. Co. Tipperary - Monday to Friday inclusive. They will receive a training allowance of €184 per week. On successful completion of Phase I training the Trainee Garda will be attested and will progress to Phase II of their training. The Trainee Garda will now be a Probationer Garda and will be appointed as a member of An Garda Síochána.

Phase II: Phase II is 34 weeks in total. Phase II will be an operational phase where the newly appointed Probationer Garda will commence training in the operational field at a designated Garda Station. He/she will work alongside a Garda assigned to assist them.

Phase III: Phase III is completely autonomous. In this phase of the training, the Probationer Garda will work independently.

Candidates should note that members of An Garda Síochána are required to serve at any station or centre within the State at the discretion of the Commissioner.

8. Payscale (1st January 2019 rates)

Salary Scale €30,296 – €52,482. Other allowances may apply, as may overtime.

For more detailed information visit www.garda.ie or www.publicjobs.ie or www.careersportal.ie.



Introduction

An Garda Síochána was formed in February 1922. Garda Headquarters is based in the Phoenix Park, Dublin 8. The general direction and control of An Garda Síochána is the responsibility of the Garda Commissioner who is appointed by the Government.

1. Conditions for Entry – Eligibility

Full details are available on the www.garda.ie however below is an overview.

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

- Be of good character
- Be 18 years of age but not yet 35 years of age on midnight of the closing date of the competition.
- (a) Be a national of a European Union Member State, **or**
(b) Be a national of a European Economic Area State or the Swiss Confederation; **or**
(c) Be a Refugee under the Refugee Act, 1996; **or**
(d) Have had a period of one year's continuous residence in the State on the closing date of the advertisement for the competition for the vacancy to which the admission relates, and during the eight years immediately preceding that period, has had a total residence in the State amounting to four years;
(e) Has been granted subsidiary protection, or is a family member of such a person, in compliance with the Admissions and Appointments Regulations 2013.
- Have by the closing date:
(a) obtained an Irish Leaving Certificate with a grade D3 minimum in five subjects at Ordinary Level*, **or**
(b) hold a Level 5 Certificate (Major award) 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 Quality and Qualifications Ireland (QQI)

AND

(d) Must have a proven proficiency in **two languages; one of which must be Irish or English**. Such competency may be proven by achieving the relevant grades in an Irish Leaving Certificate or for English or Irish through such assessments as set out by the Public Appointments Service.

*Subjects taken at Foundation Level Leaving Certificate are not considered equivalent for entry to this competition.

In certain cases a Pass in the Applied Leaving Certificate may be deemed equivalent to an Ordinary Leaving Certificate. In addition, applicants must also have proven proficiency in two languages.

There is no requirement to be of a specific height as all applicants must undergo a Physical Competence Test (PCT).

2. Register an Interest

The Public Appointments Service (PAS) manages the application process and the initial selection stages of the campaign on behalf of the Garda Commissioner.

To register your interest you must have a “User Account” on www.publicjobs.ie. If you have not already done so, you must register as a ‘**New User**’ to create your Profile (register a New Account). Once registered, you can set up a job alert for positions within An Garda Síochána. In the section “Create Job Alert” under Job Category select “Security/Emergency Services” and Sub Category “Garda” then “Add alert”. Candidates should not confuse registering (Creating a Profile) and setting up a job alert with submitting an application. Once the position is advertised you must then access the application form, complete and submit it.

3. Overview of the current Garda Trainee selection process

Stage 1 - On-Line Assessments (unsupervised) - PAS

Stage 2 - Assessment Centre (supervised test/exercises) - PAS

Stage 3 - Interview & Other Assessments e.g. Language Tests - PAS

Stage 4 - An Garda Síochána Clearance i.e. Vetting, Physical Competence Test (PCT), Medical etc.

4. Vetting

Applicants who are called to the Interview stage in PAS, are required to download an Application Form B, complete it and bring it with them to their interview. This Form B will be used to complete background checks. It will be checked on the day of interview by a member of Staff from An Garda Síochána.

This form requires details including Personal, Current/Previous Addresses (including temporary), Family (including deceased), Educational, Employment, and Referees. The declaration on the form must be signed in the presence of a member of staff from An Garda Síochána on the day of Interview. Failure to answer all questions fully will lead to delays or not having your application processed.

Applicants who are successful at PAS are vetted by An Garda Síochána. Applicants are also required to attend interviews with a Sergeant and Superintendent in the relevant District.

5. Physical Competence Test (PCT)

Applicants are required to be aerobically fit in order to safely undergo training and to subsequently carry out the duties assigned to them. Subject to undergoing a comprehensive screening process by the Public Appointments Service to establish their general suitability, successful applicants are required to undergo a PCT. A demonstration video and detailed information regarding the PCT are available on the Garda website www.garda.ie.

There is strictly no deviation from the format of the test.

An Garda Síochána has a derogation under Part 5 of the Disability Act 2005.

6. Medical Examination

Subject to successfully completing the Physical Competence Test (PCT), applicants shall also be required to undergo a detailed medical examination by a Registered Medical Practitioner at the Occupational Health Service, Garda Headquarters, Phoenix Park, Dublin 8. Further details are available at www.garda.ie.