

Garda Trainee Recruitment FAQ

Following meeting our potential applicants at recent Garda recruitment events, we're excited to share the answers to some of the questions asked, in the hope that they can answer some of your questions too.

Please note though that it is important for you to also read the full breakdown of the recruitment and training processes are fully outlined in the [Garda Trainee Recruitment Booklet \[Irish Version here\]](#). The information below doesn't cover everything, rather we hope it answers some of your burning questions.

Am I eligible to apply if....

...I wasn't born in Ireland?

Yes, **IF** you are:

- (a) a national of a European Union Member State;

OR

- (b) 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.

... I don't have a degree?

Yes, there is no requirement to have a degree prior to entering An Garda Síochána as a trainee.

... I have a tattoo on my face?

You will not be admitted as a Garda Trainee if you have a tattoo on your face or your head as visible tattoos are not allowed under the Uniform and Dress Code.

If you have any questions about a particular tattoo, please reach out to the recruitment team @ appointments@garda.ie and we're happy to discuss it.

... I have a tattoo on my hand?

You will not be admitted as a Garda Trainee if you have a tattoo on your hand as visible tattoos are not allowed under the Uniform and Dress Code.

If you have any questions about a particular tattoo, please reach out to the recruitment team @ appointments@garda.ie and we're happy to discuss it.

...I don't have the required leaving certificate results?

Yes, **IF** you hold a minimum of 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 above in terms of both level and volume of learning as determined by Quality and Qualifications Ireland (QQI).

...I have a foreign qualification instead of a leaving certificate?

Yes, **IF** you hold a minimum of 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 above in terms of both level and volume of learning as determined by Quality and Qualifications Ireland (QQI).

Please refer to the [National Academic Recognition Information Centre for](#) advice on the academic recognition of foreign qualifications in Ireland.

... I have just turned 50?

No, as Candidates must be 18 years of age but not yet 50 years of age at midnight on the closing date of the competition.

This means that if you turn 50 on, or any time before, the closing date of the competition then you will not be eligible to apply.

... I have a pre-existing health condition?

This will be assessed at the medical examination and you are required to declare it there. Please note that this may require provision of additional reports or clarifications from the candidate's treating doctor(s) or clinical professionals.

It is necessary that candidates make available any relevant clinical reports from their treating doctor(s) or clinical professionals on the day of the examination. This shall expedite the medical assessment process and hence the progress of your application.

English isn't my first language...

... will this prevent me from progressing in the competition?

No, but you need to be relatively confident in it now, as you must be proficient in either the English OR Irish in order to be eligible for admission as a Garda Trainee.

... is this taken into account for the aptitude tests?

It is, the tests are available in a wide range of languages so that it is a reflection of your abilities rather than your language skills. More information on this will be provided by PublicJobs prior to the online assessment stage.

What are your top tips to get through the recruitment process?

Our top tips are:

- 1) Read all of the information which is provided to you and pay attention to the instructions given to avoid any unnecessary delays.
- 2) Pay attention to deadlines!
- 3) Don't forget to regularly check your PublicJobs Messageboard and your email (please also keep an eye on your spam folder).
- 4) Fill out all forms carefully, ensuring that all mandatory information is provided as missing information can cause significant delays.

What are your top tips to get through the Fitness Test?

- 1) Make sure you know what the test entails by checking [out the videos and information available here.](#)
- 2) Come along to a Fitness Test Open Day – these will be made available to candidates who have passed the Interview stage.

3) Start to practice now!

How long does the recruitment process take?

This is a very frequently asked question, but not one with a definitive answer as each candidate is different.

The initial selection stages of the recruitment process are batched, therefore those who score highest at Stage 1, online testing, will be called to Interview first. However, all those who pass Stage 1 will be called for interview during the course of the competition. The timing of the interview will be dependent on your scores at Stage 1, online testing.

Once candidates pass the interview stage, they move across to An Garda Síochána for the Physical Competency Test, Substance Misuse (Controlled Drug) Testing, Medical and Vetting. As each Candidate's circumstances are different the length of time to complete all elements of the selection process will vary.

It can take between 6-18 months, though a few candidates may fall outside of this timeframe on either side.

You will be given 4-6 weeks' notice of your placement in the college once you have successfully completed all selection stages.

I take medication for a pre-existing health condition, will this show up on the Substance Misuse Test?

You will be given an opportunity, prior to your substance misuse test, to declare any medication which you are taking or have taken to the Tester, so this shouldn't cause you any issues.

I'm in the last year of a degree at the moment, will I need to drop out to take up a place if I make it through the recruitment process, or could I defer?

If you are in the final year of completing a degree when offered a place in the Garda College, you may defer your start date to enable you to complete your final year.

Am I guaranteed an appointment if I pass the recruitment process?

If you are successful in all elements of the selection and appointments processes, then you will be admitted to the Garda College as a Garda Trainee.

Garda Trainees are attested as Members of An Garda Síochána following successful completion of Phase 1 Foundation Training.

Can I work part time while I'm a student in the college?

No, all applicants 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.

How much will I be paid while I'm training in the college? Is this before or after tax?

While you are a Garda Trainee in the College, you will be paid €305 per week. This is before tax.

While resident in the Garda Collge, accommodation and meals are provided.

How much will I be paid when I qualify?

After attestation, Probationer Gardaí move to the first point of the Garda incremental pay scale of €35,322 per year.

What is life like in the college?

The Garda College Facebook page has a number of videos showing 'A day in the life' of a Garda Trainee. There is also a tour of the College and regular postings with updates on the activities of the current Trainees.

Do I need to live in the College during my training?

Yes, while you are a Garda Trainee you must reside in the Garda College from Monday – Friday every week. There is an opportunity to apply to leave overnight, if you need to return home during the residential phase, however, you will need to apply for permission to do so once you commence training, and each case is assessed on its own merits.

What is life like as a new Garda?

Hugely varied, challenging and rewarding. Check out our website and our social media accounts for updates on what we're doing in communities around Ireland and how you may be playing an active role in when you join.

After my training, do I get to have a say in which station I'm allocated to and/or where in the country I'll go?

Newly attested Garda Members are allocated to specifically allocated Training Stations which have the required development structures and supports in place. Candidates should note that members of An Garda Síochána are required to serve at any Garda Station or centres within the State at the discretion of the Garda Commissioner.

Following attestation Probationer Gardaí will be allocated to Garda Stations, which is predicated by the operational needs and resource requirements of the Organisation across the country.

I have experience of policing elsewhere in a specialist unit, can you fast-track my recruitment and can I join a specialist unit in An Garda Síochána?

No, every new recruit to An Garda Síochána must come through the open recruitment competition, although your experience of policing elsewhere will provide you with a great starting point for your interview and to take on the training.

Newly attested Garda members must then pass their probationary period (2 years) before they are eligible to apply for specialist posts. Once they have done so then they can apply to a wide variety of specialist policing competitions which are run internally every year.