



**An Garda Síochána**  
Ireland's National Police & Security Service

**Staffline**

Open Competition for Appointment to the position of

# **Human Rights Legal Researcher (Administrative Officer level)**

The Crime Legal Division

An Garda Síochána, Ashtown Gate, Navan Road,  
Dublin 7

REFERENCE AGSHRLR/1224

Closing Date: 3:00 PM Thursday, 9th January 2025.

An Garda Síochána is an equal opportunities employer.

This competition will be run in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA) – available on [www.cpsa.ie](http://www.cpsa.ie)

**IT'S A JOB**

**WORTH DOING.**

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# Section 1

## An Overview of An Garda Síochána

An Garda Síochána is the national police and security service of Ireland, comprised of approximately 14,000 Garda Members, 3,400 Garda Staff and 350 Garda Reserves. An Garda Síochána is a community-centric organisation with a mission of 'Keeping People Safe'. With responsibility for both the provision of policing services and protecting the security of the State, An Garda Síochána is driven by the need to deliver responsive, effective and efficient services that meet the needs of our communities.

In order to continue on a path of growth, innovation and continuous improvement, An Garda Síochána is implementing the most wide-ranging programme of reform since its foundation in 1922. This includes cross-organisational projects such as the Garda Operating Model, which has replaced the former District approach to policing with a Divisional model that will ensure every community has the benefit of functional, specialised policing services.

An Garda Síochána is making significant investments in data and technology infrastructure, equipment, training, the provision of health and wellbeing supports for all personnel, and other key strategic supports and enabling functions. An Garda Síochána is also investing heavily in its people by expanding and professionalising our Garda Staff workforce. Garda Staff work in areas such as Finance and Services, Occupational Health and Wellbeing, Data and Technology, Human Resources and People Development, Strategy & Transformation, Legal, Communications, Administration and Management, as well as Specialist Units such as Drugs and Organised Crime, Economic Crime, Cybercrime etc. and operational Regions and Divisions throughout the country working alongside and supporting Garda colleagues to keep people safe. These changes will deliver more efficient working, enhanced service provision and an increased capacity to provide support to communities and victims of crime.

The changing demands and expectations of citizens, the emerging security and policing challenges and the wide ranging reform programme, combined with the introduction of new technology and systems create an urgent demand for continued enhancement of strategies and policies. These enhancements will ensure that our people, whether Garda Members, Garda Staff or Garda Reserves, have the skills, knowledge and expertise to ensure that An Garda Síochána will continue to respond to the ever changing demands of policing, and to keep people safe.

Garda Staff currently recruited to An Garda Síochána are recruited as Civil Servants. On commencement of the forthcoming Policing, Security and Community Safety Act, all newly recruited Garda Staff will be Public Servants, to a grade with terms and conditions no less favourable than the equivalent Civil Service grade.

An Garda Síochána is a dynamic organisation in which all personnel can enjoy a rewarding and worthwhile career of service to the communities and people of Ireland.



# Section 1

## Overview of Garda Legal

Located within Garda Headquarters and Ashtown Gate, the Office of Executive Director Legal services the full range of complex legal needs of An Garda Síochána, the Commissioner and Senior Leadership Team in particular. There are four Divisions within Garda Legal, which comprises of Civil, Employment, Criminal and Human Rights.

The Administrative Officer, Human Rights Legal Researcher will be appointed to Criminal and Human Rights division.

The Legal Section within the division is responsible for the provision of operational legal advice to the Organisation and is staffed by Garda personnel who are qualified solicitors/barristers. The Human Rights Section is responsible for maintaining a sound legal foundation for human rights policing and, also ensuring that all policy procedure and operational orders are human rights compliant. It is also responsible for implementing the Human Rights Strategy 2022 to 2024.

A Panel will be established from which current and future appointments will be made. Ancillary roles, which arise during the lifetime of the panel, may also be offered for consideration of suitable candidates.

The panel will expire two years after the establishment of the panel, unless otherwise extended or when it has been exhausted, whichever is the sooner. Candidates not appointed at the expiry of the panel will have no claim to appointment thereafter, because of having been on the panel.

Ancillary roles which arise during the lifetime of the panel may also be offered for consideration of suitable candidates.



# Section 2

# Job Specification

## Role of Human Rights Legal Researcher within Crime Legal Division

The role of Human Rights Legal Researcher within Crime Legal is an exciting opportunity to work in a unique, varied, and challenging environment. Human Rights Legal Researchers are expected to exercise initiative in the delivery of research products and services and to adopt a strategic and creative approach to work and problem solving. They are expected to contribute to the overall development of research and analysis services in Crime Legal and the wider organisation by sharing their knowledge and experience. Human Rights Legal Researchers are expected to work as part of the Human Rights and Legal Sections teams to deliver their ambitious work plan while gaining excellent experience in a fast-developing area of law. Human Rights Legal Researchers are thus expected to contribute towards any other legal services or other work which may be required from time to time as determined appropriate by Crime Legal senior management.

## Principal Duties and Responsibilities

The successful candidate will be engaged in a wide range of functions which will include some of or all of the following:

- Promoting a high standard of human rights legal excellence that is practical and effective;
- Supporting in-house Senior Legal practitioners/advisors and Crime Legal management in the day-to-day human rights legal function and administrative activities and providing general support within the Crime Legal Human Rights and Legal Section teams to achieve Crime Legal objectives/timelines in contributing to the successful delivery of An Garda Síochána's strategic plan;
- Assisting in drafting correspondence/responses on the full spectrum of operational human rights legal queries and requests for assistance that arise in relation to crime operational matters, including statutory interpretation under the supervision of Legal practitioners/advisers within Crime Legal, or such others as may be required.
- Assisting with the management of caseload of files, under the supervision of the Legal practitioners/Advisors;
- Managing efficient document and correspondence retention and filing procedures, including archiving;
- Managing legal resources – library and on-line;
- Contribute to the overall management and strategic development of research and analysis services within Crime Legal Division;
- Produce a range of research outputs, including generalised outputs designed to support Crime Legal Human Rights and Legal Sections, Crime Legal management and the organisation as a whole. These may take the form of research papers, case analyses, topical briefings, or similar documents;



# Section 2

# Job Specification

- Monitoring human rights, Criminal Legal and regulatory developments and provide updates to Human Rights and Legal Sections and Crime Legal management on impending cases, legislation, whether domestic, ECHR, EU or International, International best practice or policy developments that may impact Garda operations,
- Conducting research on cases, legislation, national and international best practice and drafting organisational Crime Legal/policy/procedures/guidance/instructions;
- Working with relevant policy holders to assist with drafting/reviewing of policy/procedures/guidance documents and to identify potential human rights and legal risks and ensure that these are addressed appropriately (human rights and legal screening);
- Assisting with the provision of legal knowledge and training services within An Garda Síochána;
- Managing/preparing draft Charge/summons Wordings;
- Assisting with the management of Crime Legal's interaction with internal and external stakeholders and partners, including, its external legal advisors;
- Contribute to the overall development of Crime Legal and wider organisation by sharing their knowledge and experience;
- Carrying out such other functions as may be required from time to time to fulfil the business objectives of the Garda Service and as appropriate to the rank/grade.

## **Please note:**

Applicants should note that the above is a general guide to the role and is not an exhaustive description of the duties which are associated with the role or tasks which may be assigned to the role of Human Rights Legal Researcher.





# Section 3

# Person Specification

## ***Essential: Professional Qualifications, Experience, Requirements, Skills***

*Candidates must by the closing date meet the following essential criteria:*

- A Legal/Law qualification (LLB, BCL) at minimum Level 8 on the National Framework of Qualifications (NFQ) or a NARIC Ireland Foreign Qualifications equivalent; **and**
- A minimum of two-year's relevant post-qualification experience in criminal Investigations and/or constitutional/human rights/criminal law research.

## **Candidates must also have:**

- Have experience of taking accountability for meeting defined performance targets
- Demonstrate achieving quality results and ensuring all tasks are completed to a very high standard;
- Strong analytical and research skills;
- Demonstrate a capacity to foster positive and effective working relationships with a diverse range of stakeholders both internally and externally
- Strong IT skills with proficiency in Microsoft Office applications (PowerPoint, Outlook, Excel, Word).

## **Desirable: Requirements, Skills:**

- Experience of working with an electronic case management system and other IT applications commonly used in a modern legal environment;

Experience of research is desirable in the following areas:

- Data Protection Law;
- Regulatory Law;



# Section 3

# Person Specification

## Key Skills/Competencies for Administrative Officer Level

### Leadership Potential

- Is flexible and willing to adapt, positively contributing to the implementation of change
- Contributes to the development of policies in own area and the broader Department/ Organisation
- Seeks to understand the implications of taking a particular position on issues and how interdependencies need to be addressed in a logical and consistent way
- Maximises the contribution of the team, encouraging ownership, providing support and working effectively with others
- Formulates a perspective on issues considered important and actively contributes across a range of settings

### Analysis & Decision Making

- Is skilled policy analysis and development, challenging the established wisdom and adopting an open-minded approach
- Quickly gets up to speed in a complex situation, rapidly absorbing all relevant information/data (written and oral)
- Uses numerical data skillfully to understand and evaluate business issues
- Identifies key themes and patterns in and across different sources of information, drawing sound and balanced conclusions
- Sees the logical implications of taking a particular position on an issue
- Is resourceful and creative, generating original approaches when solving problems and making decisions

### Delivery of Results

- Assumes personal responsibility for and delivers on agreed objectives/ goals
- Manages and progresses multiple projects and work activities successfully
- Accurately estimates time parameters for projects and manages own time efficiently, anticipating obstacles and making contingencies for overcoming these
- Maintains a strong focus on meeting the needs of customers at all times
- Ensures all outputs are delivered to a high standard and in an efficient manner
- Use resources effectively, at all times challenging processes to improve efficiencies.





# Section 3

# Person Specification

## Interpersonal & Communication Skills

- Communicates in a fluent, logical, clear and convincing manner verbally and in writing
- Is able to listen effectively and develop a two-way dialogue quickly
- Maintains a strong focus on meeting the needs of internal and external customers
- Effectively influences others to take action
- Works to establish mutual understanding to allow for collaborative working
- Works effectively

## Specialist Knowledge, Expertise and Self Development

- Clearly understands the role, objectives and targets and how they fit into the work of the unit and Department/ Organisation.
- Develops the expertise necessary to carry out the role to a high standard and shares this with others
- Is proactive in keeping up to date on issues and key developments that may impact on own area, the Department and/ or wider public service
- Consistently reviews own performance and sets self-challenging goals and targets
- Has significant expertise in their field that is recognised and utilised by colleagues

## Drive & Commitment to Public Service Values

- Consistently strives to perform at a high level
- Maintains consistent effort under pressure and is resilient to criticism or setbacks at work
- Demonstrates high levels of initiative, taking ownership for projects and demonstrating self sufficiency
- Is personally trustworthy and can be relied upon
- Places the citizen at the heart of all process and systems
- Upholds the highest standards of honesty, ethics and integrity

**Candidates should note that admission to the competition does not imply that they meet the eligibility criteria. Therefore, candidates should satisfy themselves that they meet the eligibility criteria for this competition**



# Section 4

# Eligibility to Apply

## Eligibility to apply and certain restrictions on eligibility

### Citizenship Requirements

Eligible candidates must be:

- (a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- (b) A citizen of the United Kingdom (UK); or
- (c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- (d) A non-EEA citizen who has a stamp 4\* or a Stamp 5 permission.

\*Please note that a 50 TEU visa, which is a replacement for Stamp 4EUFAM after Brexit, is acceptable as a Stamp 4 equivalent.

**To qualify candidates must be eligible by the date of any job offer. It is the candidates responsibility to maintain eligibility.**

### Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure, NDP Delivery and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure, NDP Delivery and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

### Incentivised Scheme for Early Retirement (ISER)

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are not eligible to apply for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.





# Section 4

## Eligibility to Apply

### **Department of Health and Children Circular (7/2010)**

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER scheme are not eligible to apply in this competition. People who availed of the VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

### **Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)**

The Department of Environment, Community & Local Government Circular Letter LG(P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the Collective Agreement: Redundancy Payments to Public Servants dated 28 June 2012 as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

### **Declaration**

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

### **Employer of Choice**

As an Employer of Choice, the Civil Service has many flexible and family friendly policies e.g. Worksharing, Shorter Working Year, Remote Working (operated on a 'blended' basis), etc. All elective policies can be applied for in accordance with the relevant statutory provisions and are subject to the business needs of the organisation.



# Section 5

## Principal Conditions of Service

### General

The appointment is to a permanent post in the Civil Service and is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

Please note appointments that occur pre-commencement of the Policing Security & Community Safety Act will be to a Civil Service grade with Civil Service terms and conditions. Appointments that occur post-commencement of the Act will be to the Public Service to a grade with terms and conditions no less favourable than the equivalent Civil Service grade.

### Salary Scale

The Administrative Officer level salary scale will apply to this position.

The PPC (Personal Pension Contribution) salary scale (annually) for this position, with effect from 1st October 2024 is as follows:

Administrative Officer level.

€38,869 – €41,539 – €42,303 – €45,647 – €49,927 – €53,239 – €56,681 – €60,169 – €63,655 – €67,129 – €69,537<sup>1</sup> – €71,939<sup>2</sup>

*\*Long Service increment (LSI 1) may be payable following 3 years' satisfactory service at the maximum of scale.*

*\*\*Long Service increment (LSI 2) may be payable following 6 years' satisfactory service at the maximum of scale.*

### Personal Pension Contribution

The PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC).

A different rate will apply where the appointee is not required to make a Personal Pension Contribution.

Candidates should note that entry will be at the minimum of the scale and will not be subject to negotiation and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Increments may be awarded annually, subject to satisfactory performance





# Section 5

## Principal Conditions of Service

### Important Note

Different terms and conditions may apply, if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant.

Payment will be made fortnightly in arrears by Electronic Fund Transfer (EFT) into a bank account of an employee's choice. Payment cannot be made until a bank account number and bank sort code has been supplied to the HR Directorate, Athlumney House, Johnstown, Navan, Co Meath C15 ND62. Statutory deductions from salary will be made as appropriate.

Upon appointment, you will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses. Overpayments made to Staff Members/Former Staff Members/Pensioners.

### Location

The position will be based in **Crime Legal, Ashtown Gate, Navan Road, Dublin 7.**

### Tenure and Probation

The appointment is to a permanent position on a probationary contract in the Civil Service. The probationary contract will be for a period of one year from the date specified on the contract. During the period of your probationary contract, your performance will be subject to review by your supervisor(s) to determine whether you:

- (i) Have performed in a satisfactory manner;
- (ii) Have been satisfactory in general conduct, and;
- (iii) Are suitable from the point of view of health with particular regard to sick leave.

Prior to the completion of the probationary contract, a decision will be made as to whether or not you will be retained pursuant to Section 5A(2) Civil Service Regulation Acts 1956 – 2005. This decision will be based on your performance assessed against the criteria set out in (i) to (iii) above. The detail of the probationary process will be explained to you and you will be given a copy of The Department of Public Expenditure, NDP Delivery and Reform guidelines on probation.

Notwithstanding the preceding paragraphs in this section, the probationary contract may be terminated at any time prior to the expiry of the term of the contract by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2005.



# Section 5

## Principal Conditions of Service

In the following circumstances, your contract may be extended and your probation period suspended.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave.
- In relation to an employee absent on Parental Leave or Carers Leave, the employer may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation.
- Any other statutory provision providing that probation shall
  - (i) stand suspended during an employee's absence from work, and
  - (ii) be completed by the employee on the employee's return from work after such absence.
- Where probation is suspended the employer should notify the employee of the circumstances relating to the suspension.

All appointees will serve a one-year probationary period. If an appointee who fails to satisfy the conditions of probation, has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an employee will return to a vacancy in their former grade in their former Department.

### Hours of attendance

Hours of attendance will be fixed from time to time but will amount to on average not less than 41 hours 15 minutes gross including lunch breaks, or 35 hours net per week.

The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of their duties subject to the limits set down in the working time regulations.

### Unfair Dismissals Acts 1977-2015

The Unfair Dismissals Acts 1977-2015 will not apply to the termination of this employment by reason only of the expiry of this probationary contract without it being renewed.

### The Organisation of Working Time Act

The terms of the Organisation of Working Time Act 1997 will apply, where appropriate, to this employment.

### Headquarters

Headquarters will be such as may be designated from time to time by the Head of the Department/organisation. When required to travel on official duty the appointee will be paid appropriate travelling expenses and subsistence allowances, subject to normal civil service regulations.



# Section 5

## Principal Conditions of Service

### Duties

The employee will be required to perform any duties appropriate to the position which may be assigned from time to time. The officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict with their role.

### Annual Leave

Your annual leave allowance will be 25 days rising to 29 days after 5 years' service, 30 days after 10 years' service. This allowance, which is subject to the usual conditions regarding the granting of annual leave, is on the basis of a five-day week and is exclusive of the usual public holidays.

### Sick Leave

Pay during properly certified sick leave will apply in accordance with the provisions of the sick leave circulars issued by the Department of Public Expenditure, NDP Delivery and Reform. Where an employee is eligible for Illness Benefit (IB), they must comply with the procedures for claiming IB from the Department of Social Protection and must confirm that they have mandated the IB payment directly to An Garda Síochána. Failure to do so may result in an overpayment.

### Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered an appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie).

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI.





# Section 5

## Principal Conditions of Service

### Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during their re-employment that pension **will be subject** to abatement in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. **Please note: In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.**

However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

### Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease.

Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

### Ill-Health Retirement

Please note any person who previously retired on ill-health grounds under the terms of a superannuation scheme are required to declare, at the initial application phase, that they are in receipt of such a pension to the organisation administering the recruitment competition.

Applicants will be required to attend the Chief Medical Officer's office to assess their ability to provide regular and effective service taking account of the condition, which qualified them for IHR.



# Section 5

## Principal Conditions of Service

### **Appointment post Ill-health retirement from Civil Service:**

If successful in their application through the competition, the applicant should be aware of the following:

- If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
- If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to it.
- The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

### **Appointment post Ill-health retirement from Public Service:**

Where an individual has retired from a Public Service body their ill-health pension from that employment may be subject to review in accordance with the rules of ill-health retirement under that scheme.

If an applicant is successful, on appointment the applicant will be required to declare whether they are in receipt of a Public Service Pension (ill-health or otherwise) and their Public Service Pension may be subject to abatement.

The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Please note more detailed information in relation to pension implications for those in receipt of a Civil or Public Service ill-health pension is available [via this link](#).

### **Pension Accrual**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.



# Section 5

## Principal Conditions of Service

### **Additional Superannuation Contribution**

This appointment is subject to the additional superannuation contribution in accordance with the Public Service Pay and Pensions Act, 2017. Note; ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

For further information in relation to the Single Public Service Pension Scheme please see the following website: [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie)

### **Secrecy, Confidentiality and Standards of Behaviour: Official Secrecy and Integrity**

During the term of the probationary contract, an employee will be subject to the Provisions of the Official Secrets Act, 1963, as amended by the Freedom of Information Act 2014. The employee will agree not to disclose to unauthorised third parties any confidential information either during or subsequent to the period of employment.

### **Civil Service Code of Standards and Behaviour**

The appointee will be subject to the Civil Service Code of Standards and Behaviour.

**The Code of Ethics for An Garda Síochána** sets out nine standards of conduct and practice for everyone in An Garda Síochána, each with a number of commitments. It has been developed by the Policing Authority, in accordance with the Garda Síochána Act 2005, as amended. The Code has regard to the Policing Principles set out in that Act.

Candidates should note that, should they be deemed successful in the competition, they will be required to sign a declaration to affirm their commitment to the Code of Ethics and will declare that they have read and understand the Code of Ethics of An Garda Síochána, and will adhere to the standards set out therein.

### **Prior approval of publications**

An appointed staff member will agree not to publish material related to their official duties without prior approval by the appropriate authorised employee.





# Section 5

## Principal Conditions of Service

### Political Activity

During the term of employment, the employee will be subject to the rules governing public servants and politics.

#### IMPORTANT NOTICE

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate(s).



# Section 6

## Application and Selection Process

### How to Apply

Application forms are available to complete at <https://staffline.getgotjobs.ie/home>

All sections of the application form must be fully completed and submitted no later than the closing time and date.

### Closing Date

The closing date for receipt of applications is: **3:00 PM Thursday, 9th January 2025.**

***Applications will not be accepted after the closing time and date.***

It is suggested that you apply well in advance of the closing date in case you experience any difficulties.

The admission of a person to the competition, or invitation to undertake any element of the selection process, or a successful result letter, is not to be taken as applying that An Garda Síochána/Staffline Recruitment Ireland is satisfied that such a person fulfils the essential requirements.

### Candidates who wish to avail of Reasonable Accommodations

Candidates who wish to avail of reasonable accommodations are asked to submit a medical report. The purpose of the report is to act as a basis for determining reasonable accommodations where appropriate. These reports must be forwarded to [AGS@stafflinerecruit.com](mailto:AGS@stafflinerecruit.com)

### Selection Process

The selection process will be conducted in accordance with The Code of Practice for Appointments to positions in the Civil Service and Public Service issued by the Commission for Public Service Appointments and may include some, or all of the following:

- Online and/or paper-based assessments.
- Short listing on submitted Application Forms.
- Video Interview.
- Preliminary Interview.
- Presentation.
- Final competency based, competitive interview.
- Work sample test or any other tests or exercises that may be deemed appropriate.



# Section 6

## Application and Selection Process

Applicants must successfully apply and be placed highest, in order to be considered for advancement to the next stage of the selection process.

Failure by a candidate to access or read a message sent to their e-mail address does not constitute a basis to seek to postpone or reschedule a component of the selection process, to seek a review of a decision or action in relation to your application, or otherwise be considered in the context of this competition.

### **Non-Refund of expenses**

Candidates should note that the provisions of Circular 6/89, Removal Expenses, will not apply to any offers of appointments arising from this competition. Additionally, any expenses incurred by candidates whilst undertaking or attending any elements of the selection process will not be refunded.

### **Communication**

Candidates should note that all communications relating to this competition, including the provision of results, will issue by way of email only. Candidates should ensure that a valid email address and contact details are provided on the application form and should check that email address on a regular basis.

### **Shortlisting**

The number of applications received for a position generally exceeds that required to fill existing and future vacancies for the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, An Garda Síochána/Staffline Recruitment Ireland may decide that a smaller number will be called to the next stage of the selection process.

In this respect, An Garda Síochána/Staffline Recruitment Ireland provide for the employment of a shortlisting process to select a group who appear to be the most suitable for the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, appear to be better qualified and/or have more relevant experience.

The shortlisting criteria may include both the essential and desirable criteria specified for the position. It is, therefore, in your own interest to provide a detailed and accurate account of your qualifications/experience in your application.





# Section 6

## Application and Selection Process

### **Reschedule Requests**

Reschedule requests will only be considered under exceptional circumstances as deemed acceptable by An Garda Síochána/Staffline Recruitment Ireland (e.g. Bereavement/Illness). Please note that An Garda Síochána/Staffline Recruitment Ireland may request supporting documentation as evidence.

### **Vetting & Security Clearance**

You will be required to complete a stringent An Garda Síochána vetting process should you come under consideration for appointment. It is a very in-depth process and can take on average 8-12 weeks to complete. You cannot be appointed without clearing this vetting process.



# Section 7

## Important Candidate Information

### General Information

An Garda Síochána/Staffline Recruitment Ireland will not be responsible for refunding any expenses incurred by candidates. Posts will be offered in sequence to those candidates who finish highest in the overall order of merit drawn up following the interviews, i.e. the highest ranking candidates will, in turn, be offered a post. The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that An Garda Síochána is satisfied that such a person fulfils the requirements.

Prior to recommending any candidate for appointment to this position An Garda Síochána/Staffline Recruitment Ireland will make all such enquiries that are deemed necessary e.g. health, character, employer references, security checks including vetting, or any other enquiries as are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed, a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

### Specific candidate criteria

In addition to fulfilling the eligibility criteria set out, candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable on the grounds of health and character;
- Be suitable in all other relevant respects for appointment to the post concerned.

If successful, they will not be appointed to the post unless they:

- Agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed;
- Are fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

### Appointments from panels

A panel will be established from which an appointment will be made and from which future vacancies may be filled. Qualification and placement on a panel is not a guarantee of appointment to a position.

Please note that once an offer of appointment has been accepted, a candidate will be removed from the panel and no further offers of appointment will be made.

The panel will expire two years from its establishment, unless otherwise extended, or when it has been exhausted, whichever is sooner. Candidates not appointed at the expiry of the panel will have no claim to appointment thereafter because of having been on the panel.



# Section 7

## Important Candidate Information

### References

Should you come under consideration for a position, 2 references will be sought. We will require a reference from your current employer and ideally another previous employer. A statement of employment is not sufficient and will not be accepted as an employer reference. Your current employer will only be contacted with your consent. The references should provide relatively recent information on your performance and behaviour in a work context.

### Deeming of candidature to be withdrawn

Candidates who do not attend for interview when and where required or who do not, when requested, furnish such evidence as required in regard to any matter relevant to their candidature, will have no further claim to consideration.

### Declining an offer of appointment

Should the person recommended for appointment decline, or having accepted it, relinquish it, An Garda Síochána HR/Staffline Recruitment Ireland may at its discretion, offer the position to the next candidate on the panel.

### Confidentiality

Candidates can expect that all enquiries, applications and all aspects of the proceedings are treated as strictly confidential subject to the provisions of the Freedom of Information Act 2014.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

### Use of Recording Equipment

An Garda Síochána does not allow the unsanctioned use of any type of recording equipment. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes. Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and customers and the integrity of our assessment material and assessment processes. Unsanctioned use of recording equipment by any person is a breach of this policy. Any candidate involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004.





# Section 7

## Important Candidate Information

### Code of Practice

The Commission for Public Service Appointments (CPSA) Code of Practice Appointment to Positions in the Civil Service and Public Service applies to this competition and is available to view at [www.cpsa.ie](http://www.cpsa.ie). The CPSA Code of Practice outlines the procedures whereby a candidate may seek a review regarding a decision taken in relation to their application or in relation to allegations of a breach of the Code of Practice.

In accordance with the principles of the above Code of Practice, Staffline Recruitment Ireland is committed to providing clear, specific and meaningful feedback to candidates. In this regard written feedback will be provided to candidates. This will consist of the candidate marks from the competition and comments from the interview board on the candidate's performance, as appropriate.

### Contravention of the Code of Practice

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, if a person found guilty of an offence was, or is a candidate at a recruitment process, they will be disqualified as a candidate and excluded from the process. Where a candidate has been appointed to a post following the recruitment process, they will be removed from that post.

### Requests for Feedback

Feedback in relation to the selection process is available on written request. There are no specific timeframes set for the provision of feedback. Please note that the Review Process as set out in the Code of Practice is a separate process with specified timeframes that must be observed. It is not necessary for a candidate to compile a detailed case prior to invoking the appeals mechanism. The timeframe set out in the CPSA Code cannot be extended for any reason including the provision of feedback.

### General Data Protection Regulation (GDPR) and Data Protection Act 2018

Personal data provided by candidates shall only be processed for the purposes specified in this document, and within a clearly defined lawful basis under the (EU) General Data Protection Regulation (GDPR) ((EU)2016/679) and the Data Protection Acts 1988/2018.

All necessary measures will be put in place to ensure personal data is kept safe and secure, and only relevant personal data will be processed. Personal data will be retained for no longer than is necessary to achieve the purpose for which it has been obtained.



# Section 7

## Important Candidate Information

### Canvassing

Candidates should note that it is prohibited to do the following, directly or indirectly:

- Canvass in relation to the process.
- Impersonate a candidate at any stage of the process.
- Influence a decision of any person in relation to the process; or
- Interfere with or compromise the process in any way.







**An Garda Síochána**  
Ireland's National Police & Security Service

**Staffline**

**Thanks for  
investing your  
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