## 2. Wearing of Uniform

Police officers (excluding detectives or those normally engaged in covert duties) are to wear uniform whilst on duty.

Police officers (excluding detectives or those normally engaged in covert duties) are to attend all meetings in uniform.

These will be the default settings, however it is accepted that there will be occasions when the wearing of uniform is not appropriate due to a particular risk assessment or for a particular operational reason.

District Commanders, Heads of Department or Branch should ensure that local risk assessments are in place to cater for the routine wearing of uniform by all police officers, and for their attendance at meetings in uniform.

The District Commander, Head of Department or Branch must approve any operational reason that sets aside any part of this policy.

When two or more police officers are detailed for any particular duty in uniform, they will be dressed alike and in accordance with any direction their Commander has issued.

At centrally controlled events, whether on a District, Area or Provincial basis, the operational order should clearly state the dress that will be worn.

#### 2.1 Wearing Of Uniform to Public Events Extraneous To Normal Duty

The design and style of the uniform of the PSNI rests with the Chief Constable and is an occupational mode of dress. Therefore, uniform should only be worn when an officer is officially representing the police service. If an officer wishes to formally represent the service at any event, ceremony or function, which is not part of their normal duty and is outside of Northern Ireland, they should make application to the Chief Constable for permission to do so. If an officer wishes to formally represent the service at any event, ceremony or function within Northern Ireland, they should make application to their District Commander/Branch Head.

Any report on this subject should include answers to the following questions:

- What event is being attended?
- Where is the event taking place?
- Has the officer been invited to attend the event, if so by whom?
- What role will the officer undertake?
- What Department, District, or Association within PSNI is the officer representing?
- What uniform items will be worn?

In all cases where approval is granted, uniform must be worn appropriate to the prevailing weather conditions, in order that the dignity of the uniform is maintained at all times. All officers attending such events are reminded of Health and Safety considerations and the importance of presenting a professional image of the PSNI.

## 2.2 Tabards / Baseball Caps

Police identification waistcoats (tabards) of fluorescent material and baseball caps are available to provide an effective means of identification at crime scenes. This reduces the risk of mistaken identity, especially by other members of the security services.

## 2.3 Uniform Types

There are five main uniform types, which are worn according to the particular duty the officer is performing.

In addition to the main uniform types, officers engaged in specialist duties e.g. motorcyclists, cyclists etc. will be provided with uniform items to enable them to carry out their roles.

Officers are encouraged to familiarise themselves with the illustrations in <u>Appendix C</u>. Only in very exceptional circumstances authorised by a District Commander may an officer deviate from the approved uniform items illustrated. There will be no "mix and match" of the uniforms approved below. For example, the cyclist's jacket is not to be worn with beat and patrol trousers or the TSG search trousers are not to be worn for beat and patrol duties etc.

Individual officers are expected to adhere to the guidance set out below. Supervisors are in turn expected to ensure that their officers maintain a high standard of turnout and uniformity

#### 2.3.1 Number 1 Uniform

The Number 1 uniform consists of the following:

Cap, tunic with whistle & chain, trousers/skirt, Long-sleeved shirt & tie, boots/shoes, dress gloves, parade gloves.

This uniform is to be worn for ceremonial occasions, formal funerals or as and when directed by the District Commander. At funerals, Chief Officers, Chief Superintendents, and Superintendents and their staff officers of whatever rank will wear black-mourning bands on the left arm. If the weather is inclement the mourning band will be worn over the outer clothing.

#### 2.3.2 Number 2 Uniform

The Number 2 uniform consists of the following: Cap, long-sleeved shirt & tie, short-sleeved Shirt and tie, white t-shirt, jumper, soft shell jacket, medium weight trousers, light weight trousers, duty boots, cut resistant duty gloves, high visibility jacket and trousers, green waterproof jacket and trousers.

This uniform is to be worn for general beat and patrol duties including court attendances. Tactical Support Group (TSG) officers are expected to wear Number 2 uniform when not employed in search duties, public order duties, or other duties requiring an alternative uniform type. The t-shirt can be worn at the discretion of the officer concerned. A tie must be worn with the long-sleeved and short-sleeved shirts. Forage caps will be worn with Number 2 uniform.

#### 2.3.3 Number 3 Uniform

The Number 3 uniform consists of the following: Cap, trousers with cargo pockets, long sleeved polo shirt, short sleeved polo shirt, soft shell jacket, blouson jacket, waterproof jacket and Salopette, woollen hat, boots.

This uniform can be worn by COT trainers and Tactical Support Group (TSG), and Armed Response Unit (ARU) when engaged in search duties, or where other duty type requires such use.

## 2.3.4 Number 4 Uniform

The Number 4 uniform consists of the following:

Cap, long sleeved shirt & tie, short sleeved shirt and tie, jumper, trousers with cargo pockets, boots.

This uniform can to be worn by officers engaged in cross-country patrols, helicopter, boat and other specialist operations at the discretion of the District Commander. As trousers with cargo pockets do not form part of the standard uniform entitlement, any additional costs associated which their supply must be borne by the District concerned.

#### 2.3.5 Number 5 Uniform

The Number 5 uniform consists of the following:

Public order helmet, flame retardant coveralls, flame retardant underwear (male/female versions), flame retardant balaclava, public order boots and patrol cap.

This uniform is to be worn by those personnel involved in public order. Only PSNI issue flame retardant underwear should be worn beneath flame retardant coveralls. The patrol cap may be worn with this uniform when the officer is not using the public order helmet.

## 2.3.6 High Visibility Jackets and Trousers

In order to conform to Health and Safety requirements under BSEN 471, officers must wear high visibility jackets and trousers when dealing with traffic or similar situations (e.g. on or in the vicinity of road traffic collisions/railways) or where a risk assessment dictates. The only exception to this is where a risk assessment dictates that high visibility clothing should not be worn due to the prevailing security situation or where the high visibility clothing conflicts with the protective qualities of other personal protective equipment during a particular operation or tasking.

Commanders will be aware that when hi-visibility coats are worn, officers will be considered to be unprotected from any attack involving flame / petrol etc. This includes the use of soft caps which likewise will not afford protection. Hi-visibility coats should not be worn over flame retardant coveralls. Notwithstanding flammability issues, this practice may also compound the effects of heat stress and dehydration for officers engaged in public order duties.

Commanders should ensure that levels of threat alongside officer protection are considered within their planning phase and with the relevant advice from PO Tactical Advisers, Health and Safety etc.

Officers engaged on mobile patrol duties should have high visibility clothing readily available. High visibility jackets are classed as personal protective equipment (PPE) and should be worn by all officers, uniform or

plain clothes, when they are at or near the vicinity of a road/railway track or where they may be exposed to hazardous situations.

The jacket should be worn during both daylight hours and hours of darkness. It should be understood that the jacket and trousers are manufactured from reflective material which does not possess luminous properties. It is therefore ineffective during hours of darkness without a light source from which it can reflect (e.g. vehicle headlights or streetlamps). Responsibility for the cleanliness of the garments rests with individual officers. Supervisory officers should ensure that jackets and trousers of those under their command are maintained in a clean and serviceable condition at all times.

In order to protect the integrity to the high visibility qualities of the clothing, only body armour fitted with a high visibility cover should be worn on top of high visibility coats. The wearing of high visibility covers on body armour when not combined with high visibility coats does not comply fully with the requirements of BSEN471.

Please note that hi-visibility covers are only available for Dual Purpose Body Armour. Commanders who detail officers to wear Hard Overt Ballistic Body Armour over hi-visibility coats should decide where the greater risk to officers lies- from working on the road or from a ballistic threat. Any decision in regard to wearing Hard Overt Ballistic Body Armour over hi- visibility coats should be documented.

#### 2.3.7 Clothing for Extreme Cold Weather

There are a number of clothing options for operational police officers engaged in duties during extreme cold weather. Officers are firstly encouraged to "layer up" using their issued uniform of T-shirt, thermal base layers (top and leggings), shirt, jumper, soft shell jacket and coat with lining and base layer gloves. Also available is the head-over scarf. Some Districts experiencing extremely low temperatures can issue officers with PSNI crested woollen hats, thick socks and ice-grips for boots and shoes. These items are, however, devolved to the District budget. Officers should approach their District Support Services Manager to order same.

## 2.4 Headwear

## 2.4.1 Caps and Helmets

The PSNI issues many different types of headwear including the forage cap, the patrol cap, the woollen hat and the public order helmet. Headwear must be worn at all times when performing uniform duties in public, unless in a vehicle or otherwise prevented by the urgency or nature of the particular duty.

Headwear should be removed if it is appropriate e.g. entering a house, office, church, place of worship or other appropriate place.

Where a disability or evidenced medical requirement requires an adjustment to an individual's headwear, reasonable adjustments will be made in line with advice from the Health and Safety Unit, with due consideration to any health and safety issues. Further guidance can be sought from the OHW, HR Service Centre or the Equality and Diversity Unit, as appropriate.

For individuals who may wish to wear specific headwear on duty for religious/cultural purposes, the Service will always aim to support these practices as long as the safety of the individual is not put at risk and that health and safety regulations are not breached.

Headwear issued for specialist purposes should be worn as intended.

Headwear will also be issued where it is necessary for Health and Safety reasons, e.g. cycling.

#### 2.4.2 Head-Over Scarf

Officers will be issued with a head-over scarf, which should be worn appropriately to ensure a professional image.

#### 2.5 Shirts

All shirts have a pair of eyelets on both chest pocket flaps for the wearing of the name badge (right) and Police badge (left).

#### 2.5.1 Long sleeved shirts

When an officer is wearing a long sleeved shirt they must always keep the top button fastened and a police issue black tie must be worn. The shirt should be clean and tidy, properly laundered and must present a professional image of the service. The shirt should be kept buttoned at the cuff. Under no circumstances should the long-sleeved shirt be worn with the sleeves rolled up.

#### 2.5.2 Short sleeved shirts

All shirts will be worn with a tie.

Short sleeved shirts must be worn with the top button fastened and with the police issue black tie. The shirt should be clean and tidy, properly laundered and must present a professional image of the service.

Commanders may give the direction to wear the short- sleeved shirt on the following occasions:

- From 1st May to 30th September each year Commanders can direct whether officers can wear the short sleeve shirts during the summer period. It is imperative that members on a shift are dressed in a similar fashion.
- Where a health and safety risk assessment has been conducted, and short sleeved shirts have been recommended for a specific reason or a particular operation, then Commanders can direct that individual officers wear their short sleeved shirts for the duration as specified by them.
- District Commanders may allow short sleeved shirts to be worn by Police Officers who are engaged in custody duties.

## 2.5.3 Open neck shirts

Pregnant officers can order a maternity open neck shirt through their Uniform Liaison Officer (ULO).

### 2.5.4 White T-shirts

Police issue white T-shirts may be worn under the shirt at the individual officer's discretion. The T-shirt has wickable properties and is available in a male and female fit. The wearing of non-issue white T-shirts under shirts is not permitted unless there is an evidenced medical requirement.

#### 2.5.5 Green Polo Shirts

The wearing of green polo shirts with the service crest has been approved for use by operational trainers in COT, ARU and TSG. Polo shirts are available in long sleeve and short sleeve with epaulettes to wear shoulder sliders.

#### 2.6 Tie

Any police officer wearing a long sleeved or short sleeved shirt must always wear a tie. The tie will be black in colour and will be of the 'clip on' variety due to Health and Safety requirements. The clip is non-allergenic.

Ties must not be removed when an officer is in view of the public and must always be worn in such a way as to present a professional image of the service. Tie pins and badges must not be worn.

#### 2.7 Trousers

Police officers are issued with both medium weight and light weight trousers. Trousers should be clean and tidy, properly laundered and must present a professional image of the service. Pregnant officers can order maternity trousers through their Uniform Liaison Officer (ULO). As maternity trousers are unhemmed, pregnant officers will be required to provide inside leg measurements. Polyester cotton trousers for officers with wool allergies, in the same style as the police trouser, are available by referral from Occupational Health & Wellbeing.

#### 2.8 Skirts

A skirt may be worn by female police officers as part of their Number 1 uniform. Skirts must be worn with black shoes and tights/stockings of a neutral colour. Shoes must be laced and plain black with heels no higher than two inches.

### 2.9 Jumpers

Police officers are issued with V-neck jumpers. The jumpers bear the PSNI crest and the word 'POLICE' on the left chest and a Velcro patch on the right chest for the wearing of a name badge. Officers should not routinely wear the jumper with the sleeves pulled up above the wrist. The jumper should be worn appropriately to ensure a professional image.

#### 2.10 Soft shell jacket

Soft shell jackets bear the PSNI crest and the word POLICE on the left chest and a set of eyelets and Velcro patch on the right chest for the wearing of a name badge. The jacket can be worn as an outer layer in a proper manner to ensure a professional image or as a thermal layer in conjunction with the high visibility or green waterproof jacket. The soft shell jacket is available in a male and female fit and a wide range of lengths and widths.

#### 2.11 Tunics

All police officers should have a tunic. Officers of the rank of Sergeant should have embroidered chevrons worn on the right rifle cuff, as opposed to metal insignia. Officers of the rank of Inspector and above should ensure that they have embroidered insignia on the tunic epaulette as opposed to metal insignia.

#### 2.12 Whistle and Chain

The chain on a police whistle has a hook at one end that attaches to a loop inside the left chest of the male tunic. The whistle is then placed in the left chest pocket. The chain will show on the left front between the 1st and 2nd button and into the left chest pocket.

The female tunic has a loop inside the left front to attach the hook. The whistle is then concealed in a gap on the left front dart. The chain will show on the left front between the 3rd and 4th button.

#### 2.13 Gloves

There are four types of gloves issued to police officers:

- Dress Glove worn with the Number 1 Uniform -Male/Female issue.
- **Cut resistant duty glove** Black in colour and worn as necessary with the appropriate uniform unisex issue.
- Parade Glove White in colour– Male/Female issue.
- A base layer glove is also available to officers to wear under the patrol glove in cold weather. This glove can be purchased at local level.

### 2.14 Footwear

### **2.14.1 Duty boots**

It is important that the boots are cleaned using a non- oil based product in order to protect their waterproof qualities. Products that are recommended are as follows:-

- Granger's Leather conditionNubuck's Silicone Spray
- Brasher Cream (approved Gore label)

Black liquid wax (approved Gore label)

These cleaning products can be found in most outdoor pursuit shops.

Black or plain coloured socks will be worn with patrol boots.

The patrol boot is not a public order boot and should not be worn for public order duties.

#### 2.14.2 Shoes

A District Commander can risk assess when it is appropriate for a police officer to wear shoes and the shoes should be bought at the officer's own expense.

Where a disability or evidenced medical requirement requires an adjustment to an officer's footwear, reasonable adjustments will be made in line with advice from the OHW, taking into account any health and safety issues. Further guidance can be sought from OHW or Health and Safety Unit as appropriate.

The shoes will be conventional, plain black, flat heeled (no higher than two inches) with laces and maintained in good clean condition.

Black or plain, dark coloured socks will be worn with shoes. Where tights are worn these should be of a neutral colour.

## 2.15 Maternity Wear

Maternity trousers and shirts are available and can be ordered through your local Uniform Liaison Officer (ULO).

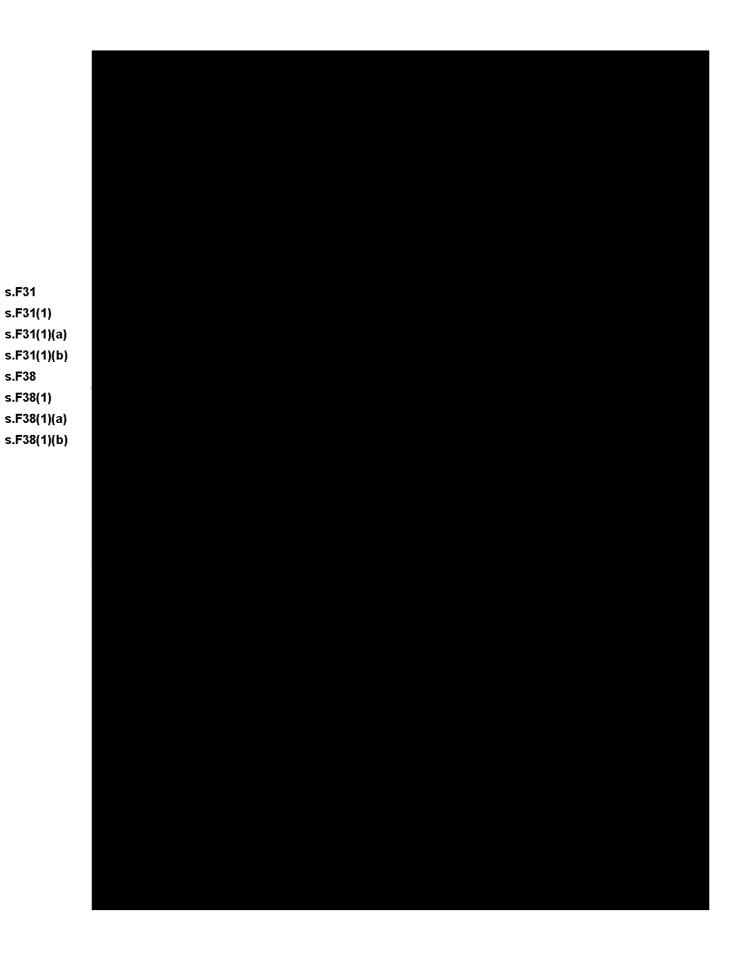
Issue – three pairs of trousers, five shirts.

## 2.16 Replacement Policy

Replacement uniform will be on a needs only basis

## 2.17 Personal Protective Equipment - (Tactical Options)

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s.F31(1)
s.F31(1)(a)
s.F31(1)(b)
s.F38
s.F38(1)
s.F38(1)(a)
s.F38(1)(b)
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s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

# 3 Uniform Entitlements

## 3.1 Regular Police Officers

All operational officers are required to have the following items of uniform in order to carry out the full range of operational duties. The list below is the minimum scale of issue which Regular officers possess.

## Any additional items are subject to the approval of the District ULO

1 x	Tunic (Male/female)
1 x	Whistle and Chain
1 x	Tie
5* x	Long Sleeved shirts (Male/Female)
5* x	Short Sleeved shirts (Male/Female)
3 pr x	Medium Weight Trousers
	(Male/Female)
2 pr x	Lightweight Trousers (Male/Female)
1 x	Skirt – Medium Weight – (Female)
1 x	Cap (Male/Female)
1 x	Patrol Cap (Unisex)

3 x	T-Shirts (Male/Female)
2* x	Jumpers (Unisex)
1* x	Soft Shell Jacket (Male/Female)
2 pr x	Duty Boots*
1 x	High Visibility Coat (Male/Female)
1 pr x	High Visibility Over Trousers (Unisex)
1 x	Green Waterproof Coat (Unisex)
1 pr x	Green Waterproof Over Trousers
	(Unisex)
1 pr x	Cut Resistant Duty Glove (Unisex)
1 pr x	Dress Gloves (Male/Female)
1 pr x	Parade Gloves
1 x	Leather Trouser Belt
1 x	Torch, Traffic Wand and Pouch
1 x	Head-Over Scarf
3 x	Thermal Base Layer Long Sleeve Top
	(Male/female)
3 x	Thermal Base Layer leggings
	(Male/Female)
1 x	Personal Protection Pouch

The above items are supplied via the 'Cooneen at Work' managed service and should be ordered by an officer via their ULO. (See point 7 How to Order Uniform)

Please note that the budget holder for the above items is PaLS.

\*Officers may request an alternative of 2 x soft shell jackets and 1 x jumper. This will not incur any additional costs and is subject to the approval of their District ULO.

\* Duty boots are supplied directly from PaLS and should be ordered by completing an M9 and forwarding the form, via the ULO to Customer Services at Seapark.

## 3.2 Constables - Part Time

The minimum scale of issue for Constables – Part Time is as follows:

1 x	Tunic (Male/female)
1 x	Whistle and Chain
1 x	Tie
3 x	Long Sleeved shirts (Male/Female)
2 x	Short Sleeved shirts (Male/Female)
2 pr x	Medium Weight Trousers
	(Male/Female)
1 pr x	Lightweight Trousers (Male/Female)
1 x	Skirt – Medium Weight – (Female)
1 x	Cap (Male/Female)
1 x	Patrol Cap (Unisex)
2 x	T-Shirts (Male/Female)
1 x	Jumpers (Unisex)
1 x	Soft Shell Jacket (Male/Female)
1 pr x	Duty Boots*
1 x	High Visibility Coat (Male/Female)
1 pr x	High Visibility Over Trousers (Unisex)

1 x	Green Waterproof Coat (Unisex)
1 pr x	Green Waterproof Over Trousers
	(Unisex)
1 pr x	Cut Resistant Duty Glove (Unisex)
1 pr x	Dress Gloves (Male/Female)
1 x	Leather Trouser Belt
1 x	Torch, Traffic Wand and Pouch
1 x	Head-Over Scarf
3 x	Thermal Base Layer Long Sleeve Top
	(Male/female)
3 x	Thermal Base Layer leggings
	(Male/Female)
1 x	Personal Protection Pouch

The above items are supplied via the 'Cooneen at Work' managed service and should be ordered by an officer via their ULO. (See point 7 How to Order Uniform).

## The budget holder for the above items is PaLS.

\* Constables - Part Time are issued with one pair of Duty boots. Duty boots are supplied directly from PaLS and should be ordered by completing an M9 and forwarding the form, via the ULO to Customer Services at Seapark.

\*A combination of regular/slim fit shirts may be requested commensurate with the above entitlements.

## 3.3 Uniform for Civilian Detention Officers (Police Staff)

The uniform for CDOs has been agreed as follows:

### 3.3.1 Fleece

The navy fleece is zip fronted with two pockets and has the PSNI crest embroidered on the left chest.

## Issue - 1 per person

#### 3.3.2 Trousers

The trousers are navy in colour.

Issue - 4 pairs of trousers per person.

#### 3.3.3 Polo Shirts

The polo shirt is navy and has the CDO 4 digit identification number embroidered on the front.

Issue - 6 of each type per person.

#### 3.3.4 Boots

The boots are duty boots black in colour.

Issue - 1 pair per person

### 3.4 Uniform for Crime Prevention Officers (Police Staff)

The Uniform for Crime Prevention Officers has been agreed as follows:

### 3.4.1 Fleece

The navy fleece is zip fronted with two pockets and has the PSNI crest embroidered on the left chest.

Issue - 1 per person

#### 3.4.2 Trousers

The trousers are navy in colour.

Issue - 1 pairs of trousers per person.

## 3.4.3 Polo Shirts

The Polo shirt is plain blue it has the crest on the chest with Crime Prevention Officer. It can be worn over the trousers or tucked in. The shirt is available in short sleeve.

Issue - 3 of each type per person.

UAPM have directed that this uniform will be optional at work but mandatory when attending events representing PSNI.

#### 3.4.4 Shoes

Shoes should be of a court/oxford style, in plain black and maintained in good condition. Shoes will not form part of general issue and will only be provided if a local risk assessment indicates a need for protective footwear. If such a requirement is identified then shoes can be ordered through your local ULO.

## 3.5 Uniform for Contact Management Staff

The Uniform for Contact Management Staff has been agreed as follows:

#### 3.5.1 Fleece

The navy fleece is zip fronted with two pockets and has the PSNI crest embroidered on the left chest.

#### Issue - 1 per person

#### 3.5.2 Trousers

The trousers are navy in colour.

Issue - 2 pairs of trousers per person.

## 3.5.3 Shirts

The shirt is white and has a name badge holder on each chest. The female shirt is fitted and can be worn over the trousers or tucked in. The shirt is available in both long and short sleeve and is worn with a tie.

### Issue - 4 of each type per person

#### 3.5.4 Tie

The tie is navy in colour and is of the clip on variety.

Also issued to Contact Management Staff:

1 x	Leather Trouser Belt (Black)
2 x	Name Badge (Navy)
1 x	Police Staff Badge (Navy)
2 x	Epaulettes with Contact Management embroidered

## 4 Uniform Accessories and Equipment

### 4.1 Wearing Of Numerals

## 4.1.1 Legislation

Article 55 of the Police (Northern Ireland) Act 2000 provides that:

- (1) The Chief Constable shall make arrangements for each police officer to be assigned a serial number.
- (2) The Chief Constable shall ensure that, as far as practicable, the number assigned under this Section to a police officer is so displayed on his uniform as to be clearly visible at all times when he is on duty and in uniform.

#### 4.1.2 Numerals

When in uniform, all Sergeants and Constables must display their numerals at all times. Police Officers have a personal responsibility to ensure that they are familiar with their assigned numeral and the correct numeral is displayed. Every uniformed officer has been issued with 4 sets of epaulette sliders and metal numbers. Inspectors will be issued with 3 sets of sliders with numerals and one set of sliders without numerals.

Metal numerals should only be used on an officer's tunic up to the rank of Sergeant.

Supervisory officers must ensure that their uniformed police officers are displaying their numerals and particular attention should be paid to this aspect

of dress when an officer is in public order uniform. Identification stickers must be displayed on the public order helmet.

An officer's entitlement of embroidered and metal numerals is as follows:

- Sergeants/Constables/Constables Part Time 4 pair embroidered / 2 pair metal.
- Inspectors and above 4 pair embroidered.

Police officers who require new numerals following promotion should e-mail zStores, PaLS, Seapark.

Any officer, who has numerals which are damaged or lost, must submit a request through their ULO and an M22 must accompany the request.

NB: Numerals are classed as a security item and must be accounted for in accordance with the procedure for the return of PSNI uniform security items on promotion, retirement or leaving the PSNI.

## 4.2 Name Badges

## 4.2.1 Wearing of Name Badges

s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38

s.F38(1)

s.F38(1)(a)

s.F38(1)(b)

All uniform police officers and Station Enquiry Assistants (SEAs) will wear name badges. This includes
police officers in Headquarters Units and other specialist branches.

- Where a District Commander believes that all police officers or SEAs in their area should not wear name badges on the grounds of security, a risk assessment will be carried out by the Commander and kept on record. The Commander will review the decision on a monthly basis and record reasons for extending the exemption or removing it as the case may be.
- Where an officer or SEA feels that they should not wear a name badge due to the prevailing security situation or a specific threat assessment, they will forward a report to their Commander outlining the reasons why they do not wish to wear a name badge. The Commander will take due cognisance of the arguments, together with local threat assessments and the prevailing security situation. The Commander will provide the individual with their determination within a reasonable time. The Commander may permit the officer or SEA to cease wearing their name badge while their request is being considered. This should be recorded.
- Where the Commander has decided that an officer/ SEA does not have to wear a name badge they will
  review the decision on a monthly basis and record reasons for extending the exemption or removing it as
  the case may be. Consideration should be given to wearing an information badge.

s.F31 s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a)

s.F38(1)(b)

- If a District Commander believes name badges should not be worn for particular duties such as difficult search operations or large-scale public order operations where violence is expected, they can authorize removal of badges for that period. This authority can be delegated to the officer in charge of a TSG if a decision has to be taken at short notice. A dynamic risk assessment should be carried out and a report submitted to the District Commander as soon as possible. Officers who are required to deploy in flame retardant public order clothing are not required to wear name badges though they should continue to ensure that epaulettes, shoulder numbers and helmet markings are clearly visible.
- Polo shirts worn by COT Trainers, ARV and TSG personnel will have epaulettes for wearing shoulder sliders.

## 4.2.2 Name Badge Content

Name badges for police officers of all ranks will follow the format below:

Line 1: Rank

Line 2: Name\*

Line 3: Shoulder Number

Line 4: The content of this line is at the discretion of the District Commander. If the Commander wants station or district or a title such as Area Commander on line 4 then this should be clearly indicated in the request to PaLS. Where possible, initials should not be used on the fourth line.

\* Police officers who have received an honours award from Her Majesty the Queen may, on written request to PaLS via their District Commander, have the award *initials* placed after their name on Line 2 of the badge.

Officers should note that the badge can only accommodate a maximum of four lines - the font size cannot be reduced as it has been agreed in consultation with the Royal National Institute for the Blind (RNIB) to assist people with a visual impairment.

Police officers will be issued with four name badges.

NB. Name badges are classed as security items.

## 4.2.3 Wearing of Name Badges by Senior Police Officers

In order to comply with Section 55 of the Police (Northern Ireland) Act 2000 all police officers must display their numerals when dressed in uniform. Officers of Chief Inspector rank and above are no longer required to display shoulder numerals provided the number, which would be worn on the shoulder, is displayed on their name badge and the name badge is worn at all times. Officers of Chief Inspector rank and above will continue to display numbers on their shoulders when dressed in public order coveralls.

## 4.3 Information Badges

#### 4.3.1 Wearing of Information Badge

Where the District Commander has taken the decision to permit a police officer to cease wearing a name badge, provision should be made for the supply of an information badge which displays the Rank/Title, Shoulder Number and District of the officer concerned, but which does not include any initials, first name or surname/last name. It is important that where any officer is excluded from wearing a name badge, that the alternative information badge is considered, particularly if the exclusion will be for a significant length of time.

Research has shown that people who use wheel chairs and those people of smaller stature sometimes have difficulty seeing an officer's epaulettes; therefore, having an officer's number displayed on a badge is a reinforcement of the number contained on the epaulette and helps with identification of the officer.

Those officers requesting information badges will be issued with four badges.

This item should be classed as a security item.

## 4.4 Police Badge

s.F31 s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b) The police badge bears the word 'POLICE' along with the PSNI crest. This badge must be worn on the left chest of the long sleeved shirt, the short sleeved shirt and any other uniform item which does not already have the police crest on it. All officers should be in possession of at least one police badge.

NB. Police badges are classed as a security item.

## 4.5 Issue / Re-Issue / Return of Name Badges/Information Badges/Police Badges

### 4.6 Insignia

Rank insignia is to be displayed on an officer's epaulettes, and must be worn and visible at all times whilst in uniform.

### 4.6.1 Temporary Promotion Insignia

When a police officer is carrying out duties in a higher rank they will be allowed to wear the rank insignia of the higher rank whilst carrying out those duties. The District must cover the cost of these badges. When officers have completed their duties they must revert back to wearing the insignia of their established rank. It should be noted that insignia are classed as a security item.

Police Constables, Sergeants and Inspectors who are temporarily promoted to the higher rank will have numbers on their epaulettes. This is particularly important where an Inspector is temporarily promoted to the rank of Chief Inspector because Inspectors do not have numbers on their name badges. Consequently, if an Inspector is temporarily promoted to Chief Inspector and there are no numbers on the acting up insignia, then the Temporary Chief Inspector is in breach of regulations by not displaying a number on their uniform, either on a badge or on their shoulder.

Where an officer who is temporarily promoted requires a tunic then this should be arranged and paid for by the District. This direction relates to the ranks of Sergeant to Chief Superintendent.

### 4.6.2 Temporary Superintendent Insignia

A Chief Inspector who has been temporarily promoted to the rank of Superintendent may, on request, be issued a Superintendent's insignia, cap and name badge, to be worn during the period they perform the duties of a Superintendent. They will, however, retain their Chief Inspector number on this uniform and the Superintendent insignia, cap and name badge must be returned at the termination of the temporary promotion.

#### 4.7 Medals and Decorations

Decorations and medals will be worn on suitable ceremonial occasions as determined by the Chief Constable.

Decorations and medals awarded by the Sovereign, or which the Sovereign has granted permission to wear, will be worn on the left breast of the tunic by the individual on whom they have been conferred and in such a manner as to show the Sovereign's head or obverse.

If authorised by the Chief Constable, decorations and medals awarded by a foreign state or any Society may be worn by the individual on whom they have been conferred. No other medals are permitted to be worn.

PaLS at Seapark will supply the Medal Bar and Ribbons as necessary. Police officers and police staff are responsible for getting their medals mounted. The Medal Bar can be worn with Number One uniform and the medals worn at ceremonial and other occasions as detailed.

# 5. Personal Protective Equipment

## 5.1 Personal Protection Weapon (PPW)



#### 5.2 Flame Retardant Coveralls

Officers will have been provided with protective clothing/equipment for use in public order situations. The main elements include flame retardant coveralls, undergarments, balaclava and boots. The flame retardant coveralls/undergarments are issued as a complete outfit, which will provide maximum protection with minimal thermal load.

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s.F38(1)(b)
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s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a)

s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)



# 5.2.1 Cleaning Flame Retardant Coveralls

s.F31

s.F38

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s.F31
s.F31(1)
s.F31(1)(a)
s.F31(1)(b)
s.F38
s.F38(1)
s.F38(1)(a)
s.F38(1)(b)
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s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a)

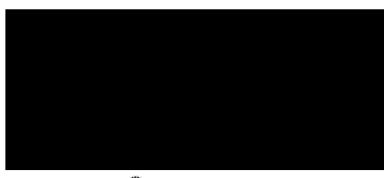
s.F38(1)(b)

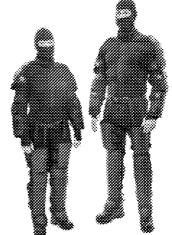
s.F31 s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b) 5.2.2 Damage

5.2.3 Storage

## 5.3 Undergarments, Balaclava and Limb Protection

Undergarments are available in male and female versions.





s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b)

s.F38 s.F38(1)

s.F38(1)(a)

s.F38(1)(b)

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s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)



The gloves are intended to reduce the severity of, or prevent injuries resulting from mechanical, thermal and chemical hazards.



5.5.1 Storage

## 5.5.2 Repairs



\*Do not attempt repairs on the gloves\*

## 5.5.3 Care and Maintenance



## 5.6 Water Bottle

5.7 1kg Fire Extinguisher (approved)

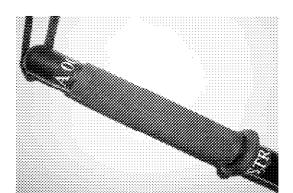
#### 5.9 Public Order Batons



s.F31 s.F31(1) s.F31(1)(a)

5.9.1 Instructions for the Labelling of Public Order Batons

s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)



### 5.10 Public order Helmet

All officers/police staff who wear a public order helmet on public order duty **must** have identification labels indicating shoulder number, rank marking, specialist role identification and call sign on their helmet in the position outlined below.

s.F31 s.F31(1) s.F31(1)(a)

s.F31(1)(b)

s.F38

s.F38(1)

s.F38(1)(a)

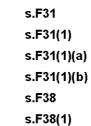
s.F38(1)(b)

5.10.1 Instructions for the Positioning Of Markers On The Public Order Helmet









s.F38(1)(a) s.F38(1)(b)

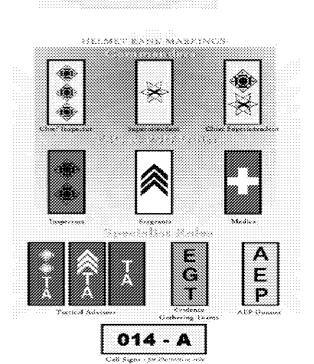




s.F31 s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

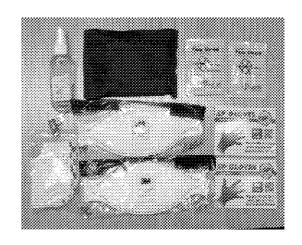
# 5.10.2 Helmet rank markings



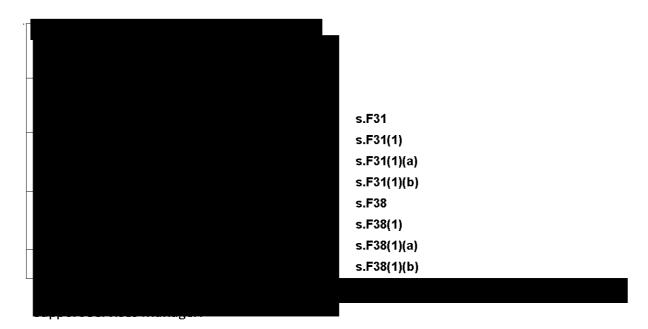


# s.F31 5.10.3 Replacement Helmets and Visors s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

## **5.11 Personal Protection Pouches**



s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

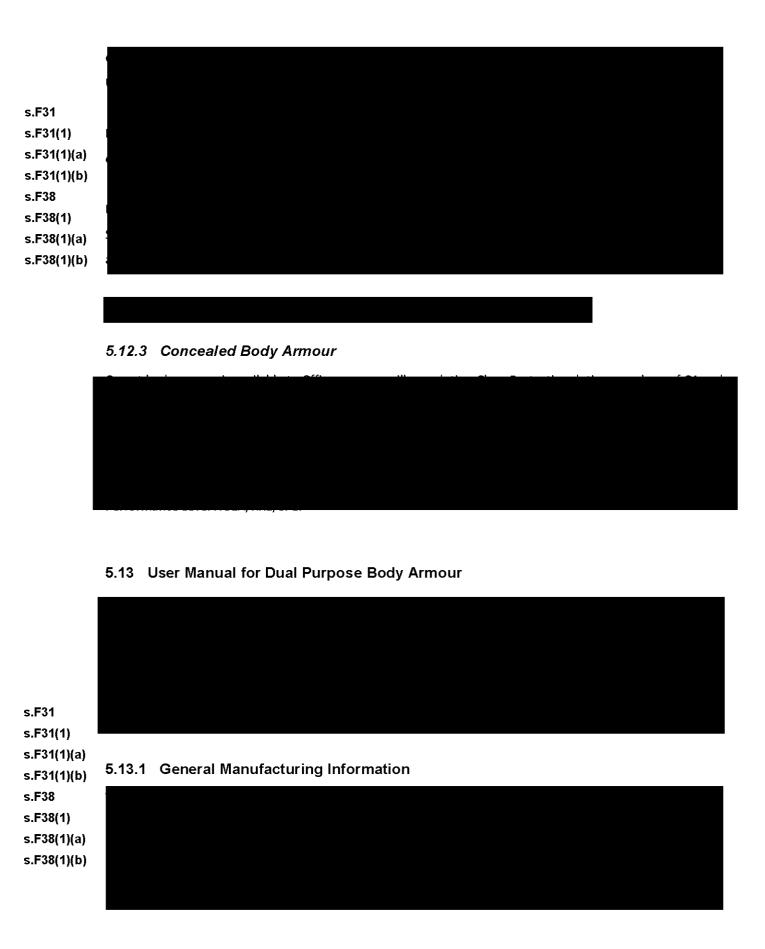


# 5.12 Body Armour



# 5.12.2 Hard Overt Body Armour-HOBA





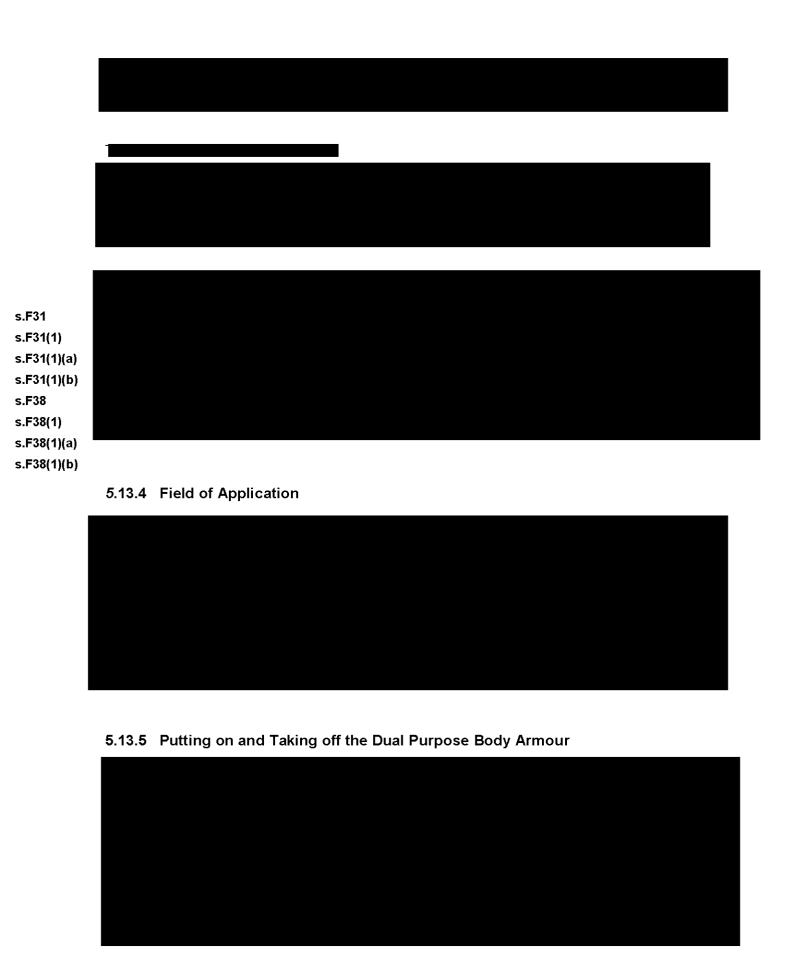
# 5.13.2 Model Description

s.F31 s.F31(1)

s.F38 s.F38(1)



## 5.13.3 Provided Protection



s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1)		
s.F38(1)(a) s.F38(1)(b)		
	5.13.6	Wear Comfort
	5.13.7	Putting on and Taking off the Dual Purpose Body Armour



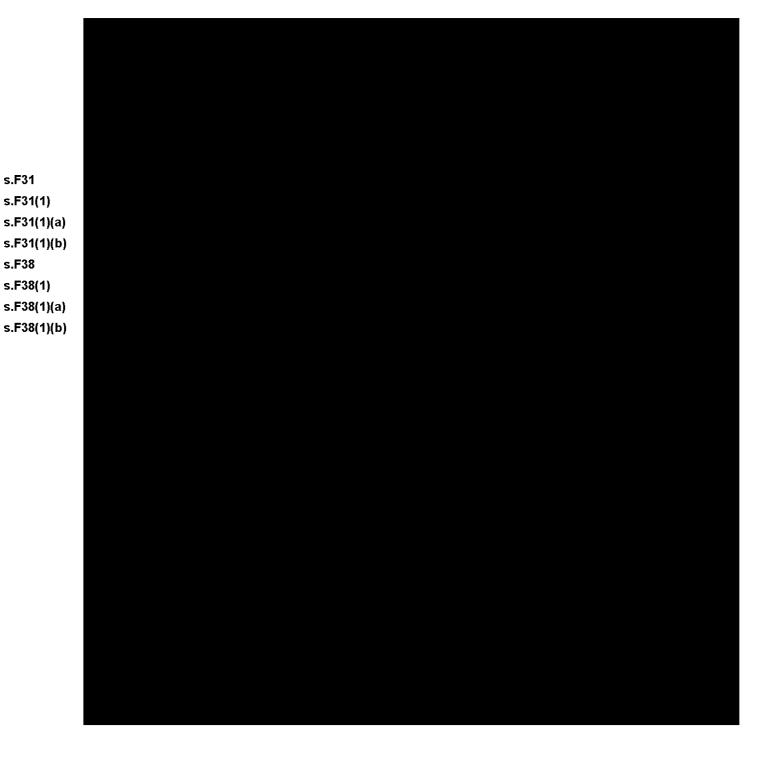
# 5.13.8 Wear Comfort



# 5.13.9 Dual Purpose Body Armour for Public Order



# 5.13.10 Maintenance and Care



# Important s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) **Carrying Bag** s.F38(1)(a) s.F38(1)(b) 5.13.11 Warranty 5.13.12 Contact Address







# **5.14.2** Proper Use of this Armour:

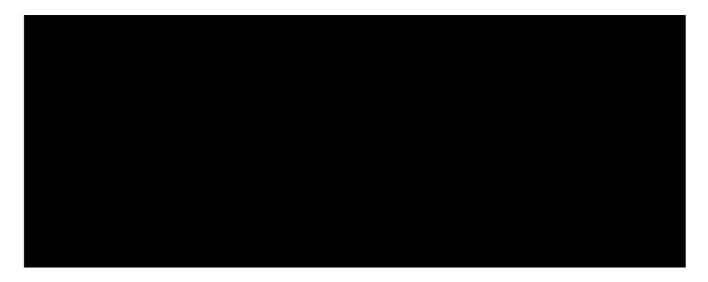


# **5.14.3 Storage and Maintenance:**



s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

# 5.14.5 Donning (putting on) and Doffing (taking off):



# 5.14.6 Field of Application:



# 6. Equipment and Uniform for Specialist Units

# 6.1 Motorcyclists

Motorcyclists who are properly trained will be issued with the following clothing etc.:

Leather Jacket and Leather
Trousers
Helmet-flip-front or full-face
Pair of Summer Gloves
Pair of Winter Gloves
Pair of Motorcycle Boots
High Visibility Jacket (winter)
High Visibility Jacket
(summer)
High Visibility Trousers
Folding Handcuffs and Pouch
Monadnanock Baton
Monadnanock Baton Holder
Leather Cleaning Kit
Base layer tops unisex
Base layer leggings
male/female

# **6.1.1 Leather Motorcycle Suits**

In the interests of Health and Safety, police motorcyclists will wear personal issue all leather motorcycle suits comprised of a jacket and trousers.

Motorcycle leathers fulfil the requirements of the EC Personal Protective Equipment (PP) Directive 89/686/ EC, effective from 1 July 1995.

#### 6.1.2 Issue

Leather motorcycle suits will generally only be issued to personnel who have been appointed to full-time motorcycle duties. In the interests of financial efficiency, members appointed as full-time motorcyclists are expected to undertake such duties for a minimum of 5 years.

Any officer undertaking a motorcycle course must also wear the appropriate clothing.

Each officer must be personally fitted for his/her motorcycle leathers.

Before the fitting, Quality Assurance personnel must receive written authorisation from an Inspector or above, stating the reason for the request, e.g. officer is taking the motorcycle course, wear and tear etc.

Officers being fitted for initial issue must also have completed a medical examination with OHW.

To arrange an appointment for a fitting the officer should contact, Quality Assurance and Specification Officer at Seapark by <a href="mailto:email.">email</a>.

All leather suits are made to measure. Delivery is takes 12 weeks. Please take this into account if you have a specific date for a course.

Upon delivery, motorcycle leathers will be issued by Clothing Section PaLS.

Only police issue leather motorcycle suits will be worn whilst deployed on official duties. Under **NO** circumstances are the suits to be worn off duty.

#### 6.1.3 Level of performance and protection

Leather motorcycle suits have been tested and are approved for high performance use, i.e. clothing providing a high level of protection against road surface impacts in high speed accidents. The garment should be capable of withstanding more than one road surface impact at lower speeds.

Leather motorcycle clothing protects against:

- Most laceration and abrasion injuries that occur when a rider slides on the road surface after falling off;
- Likely prevention of contamination of open fractures by road dirt.
- It will also assist in reducing:
- The severity of contusions and fractures, with the prevention of some fractures and joint damage;
- The severity (or prevention) of muscle stripping and de-gloving injuries, particularly to the lower leg and hands.

Leather motorcycle clothing is not intended for off- road use if excessive wetting or soiling is likely, nor is it intended for use in any wet weather conditions, except when protected by a suitable over suit.

The suit contains impact protection sited over specific areas for additional protection. These may, if required, be re-sited using the access points and "touch and close" fastener system. **Impact protection must not be removed.** 

Impact protection is located at:

- a). the shoulder, from halfway between shoulder point and neck, down onto upper arm. Symmetrically, or biased to the front, to give more frontal protection;
- b), the elbow and forearm, centred on the elbow and along the line of the ulna bone to the little finger;
- c), the hip, symmetrically on the hip bone. Ensure the pad is high enough to cover the top of the hip bone;
- d). the knee, symmetrically placed on the knee and the shin bone or biased slightly to the outside of the leg. From about 10cm above the knee to as close to the ankle as it is practical to wear padding in the boot.

In order to benefit fully from the protection offered by leather motorcycle clothing, personnel should ensure that the fit of the garment meets the following criteria:

- a). there is no discomfort caused by the garment when seated on a motorcycle. The wearer should be able to reach controls, turn head and crouch, etc. as normal;
- b). there is no excessive surplus material in addition to the allowance made for the garment's pre- cut shape.

  The motorcycle suit has a pre-cut shape behind the shoulders, underneath the bottom and over front of knee to allow for riding position comfort. When in the riding position the motorcycle suit should fit snugly over the

minimum clothing normally chosen for wear under such clothing. This would normally be one or two thin thermal layers as required;

c). members should allow approximately 4 weeks of regular wear for the suit to "break in" and become fully comfortable.

With wrist and ankle closures fully fastened, it should not be possible to pull up the sleeves and/or legs by more than 6cm. A greater movement may expose skin to abrasion in an accident.

Personnel will not ride with front, wrist or ankle closures undone, or with a two-piece suit not fully joined at the waist, as in such circumstances, the ability of the garment to protect the wearer will be severely reduced. Similarly, jacket and trousers will be worn as part of a suit, and not as individual items. For maximum protection the collar of the jacket should be worn fastened across the front of the neck.

Personnel will not modify any part of the motorcycle leathers as this may affect its protective ability.

Each suit is issued with an instruction booklet on the care, maintenance and use of such clothing. Members should ensure they familiarise themselves with the contents of the booklet.

#### 6.1.4 Cleaning

Generally the suit should be wiped with a damp cloth, without any detergent or other addition to clean, cool water. To remove stubborn dirt, brush lightly with a soft brush and clean water.

The suit should be dried away from direct heat or sunlight in a well ventilated space. If contaminated with blood, rubber or vinyl gloves should be worn to protect against infection and the soiled area thoroughly scrubbed and rinsed with water and wiped until clean. The suit should then be allowed to dry thoroughly in air before re-use. Hands should be washed after handling any article or clothing contaminated with body fluids.

Protection and cleaning kits specifically for BKS and Dainese leathers are available from Clothing Section, PaLS. The cleaning kits will enhance the durability of your leathers and should be used 2-4 times a year.

#### 6.1.5 Storage, maintenance and servicing

Leather motorcycle suits should be hung in a dry, well ventilated environment, out of sunlight.

Regular inspection should be made for obvious wear or broken stitches. Suits have an expected lifetime of 5-10 years.

Should any defect be found the garment should be returned to PaLS, Clothing Section for inspection by Quality Assurance.

A defects proforma (<u>Appendix A</u>) must accompany all leather motorcycle suits returned to PaLS. The proforma must be countersigned by the Traffic Superintendent/District Commander/Head of Specialist Branch.

There is no facility for temporary issue of a replacement suit. In circumstances where a leather motorcycle suit is returned to PaLS for either repair or replacement, the member will be unable to undertake motorcycle duties until such times as the suit is repaired and returned or a new suit issued.

#### 6.1.6 Ancillary motorcycle equipment

#### **High Visibility Jackets**

These jackets are designed especially for motorcyclists with an elasticated back waist and chest pockets. The collar is lined with fleece for increased comfort and fit. The jacket is made of a specialist waterproof material which allows easy washing at low temperatures.

#### Summer Lightweight High visibility jackets

Summer Lightweight High visibility motorcyclist's jackets are now available and are manufactured from mesh material, which is highly breathable.

High visibility motorcycle jackets are to be worn at all times by members whilst on operational motorcycle patrol.

#### **High Visibility Trousers**

Pull on elasticated waist trousers with opening at bottom of legs so they can be pulled on over boots. These are for use in inclement weather conditions.

#### Gloves

Cordura/Leather waterproof, breathable moisture vapour permeable thermal insulated motorcycle glove to be worn at all times whilst on operational motorcycle patrol. Gloves are available in winter weight and summer weight. White, gauntlet style gloves are available for escort duties.

#### **Boots**

Calf length, lightweight, waterproof and breathable motorcycle boot to be worn at all times whilst on operational patrol.

#### Underwear

Base layer tops and leggings are available to wear underneath motorcycle leathers.

Base layers offer comfort and have high breathable and wickable properties.

#### 6.1.7 Helmets

Two types of white motorcycle helmet with lever release visor and integral sun visor are available. The helmets will have 'POLICE' identification and a chequered band. Full-face helmets are available through central budget. Flip front helmets are also available but at the cost of the District. Please refer to the "Instructions for Use" booklet provided with the helmets and do not ride a motorcycle with the face cover open.

#### 6.1.8 Hearing Protection

s.F31(1)(a) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1) s.F38(1)(a) s.F38(1)(b)

#### 6.1.9 Deployment of Police Motorcyclists

In the interests of Health and Safety, police motorcyclists are no longer permitted to perform motorcycle duties in shirt sleeve order.

Given the vulnerability of motorcyclists in certain weather conditions, (i.e. warm/hot weather – the possibility of heat exhaustion or, in cold conditions, black ice etc.), supervisory ranks should, where appropriate, consider alternative duties for police motorcyclists on such occasions.

Motorcyclists deployed on prolonged periods of static duty, may, for the duration of such duty, remove leather motorcycle jackets; however, high visibility jackets must continue to be worn.

#### 6.2 Cyclists

Cyclists who have completed the appropriate training will be issued with the following clothing etc.:

1 x	Pair Cycle base layer shorts
1 x	Pair Cycle Trousers
1 x	Pair Winter Gloves
1 x	Pair Summer Gloves
1 x	Cycle Safety Helmet
1 x	Long Sleeved High Visibility Cycle Shirt
1 x	Pair Lightweight Duty Boots
1 x	Set of Folding Handcuffs and Pouch
1 x	Monadnanock Baton and Baton Holder
1 x	Protective Glasses

New uniform hi Vis jacket and trousers can be worn for cycling duties.

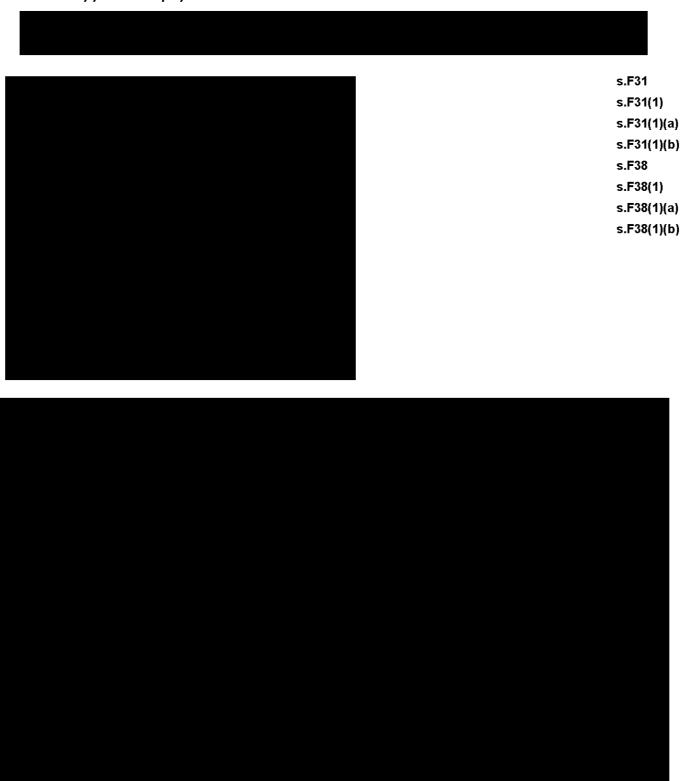
All of the above items are only available by application through your District Business manager.

Cyclist's clothing is ONLY to be worn when performing duty on a police bicycle.

#### 6.3 Other Specialist Units

There are other specialists units and tasks that require specific items of uniform, which are not shown in the Corporate Appearance and Protective Equipment Standard, e.g. coxswains, pilots etc. The UAPM will decide the uniform policy in these cases. The Secretary to the Committee will maintain a list of all approved items for specialist use.

# 6.3.1 Approved Equipment for District Observational Teams



6.3.2 Field Suits

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s.F31
s.F31(1)
s.F31(1)(a)
s.F31(1)(b)
s.F38
s.F38(1)
s.F38(1)(a)
s.F38(1)(b)
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#### 6.3.3 Industrial Helmets

The issue of industrial helmets has been approved where members are required to perform duty at scenes of explosions, or other incidents, where danger could be experienced in the form of falling debris.

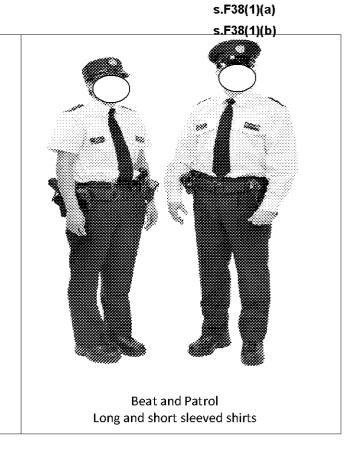
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s.F31(1)
s.F31(1)(a)
s.F31(1)(b)
s.F38
s.F38(1)
s.F38(1)(a)
s.F38(1)(b)
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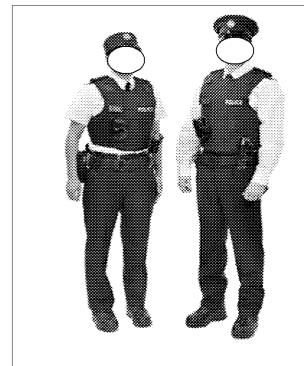


Appendix C- Uniform Styles

**Dress Uniform** 

s.F31 s.F31(1) s.F31(1)(a) s.F31(1)(b) s.F38 s.F38(1)

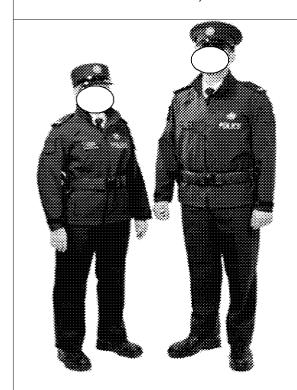




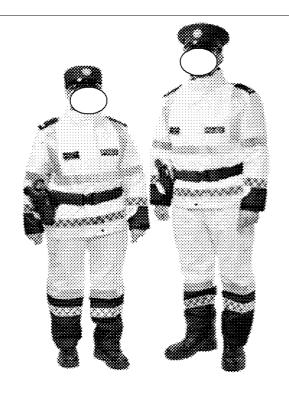
Beat and Patrol; DPBA



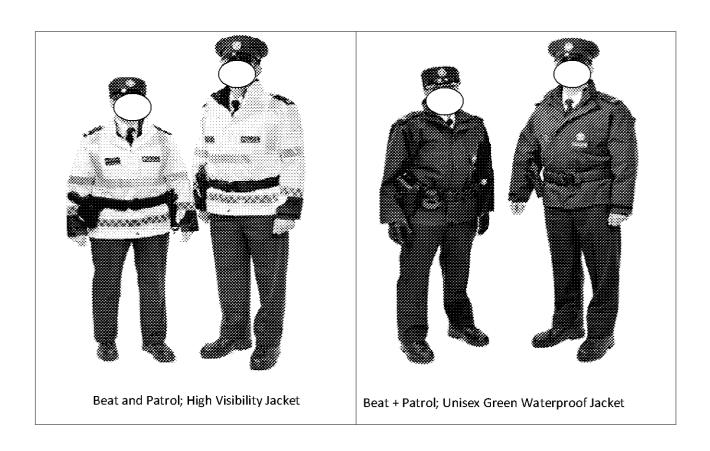
Beat and Patrol; HOBBA

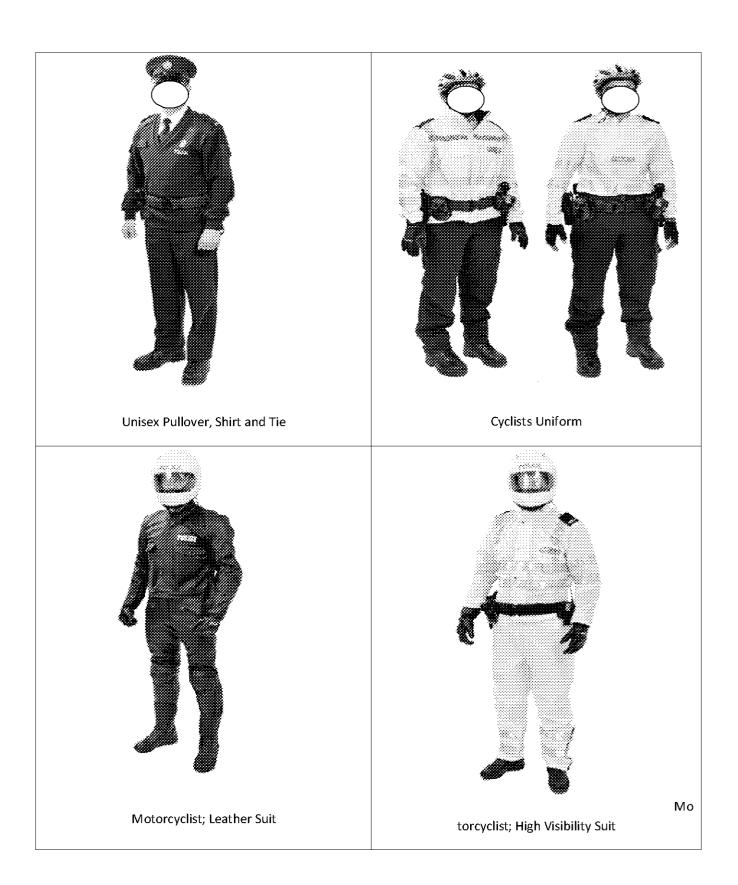


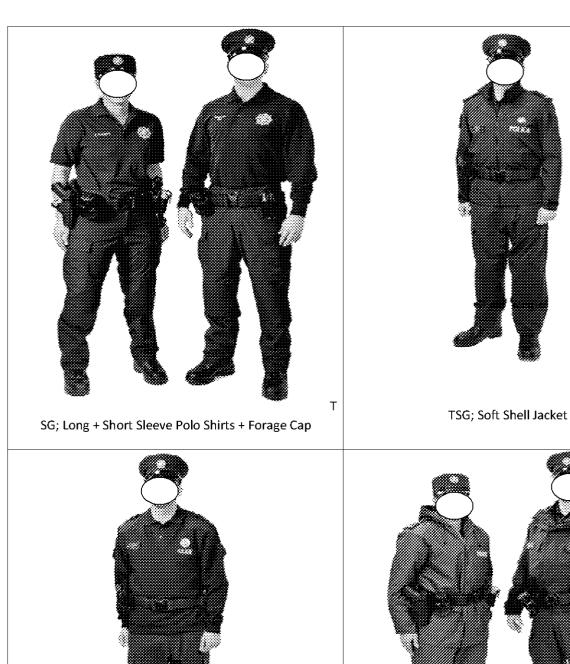
Beat and Patrol; Soft Shell Jacket



Beat and Patrol; High Viz Jacket/Trousers

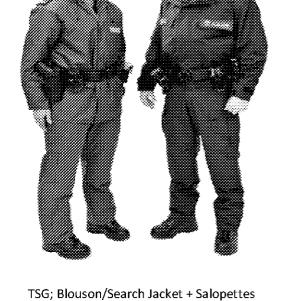


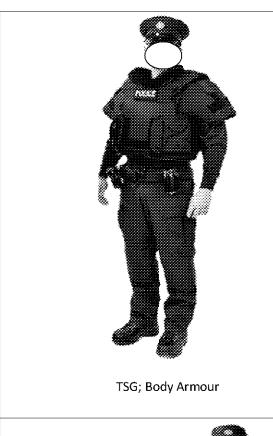




TSG

; Pullover

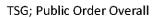


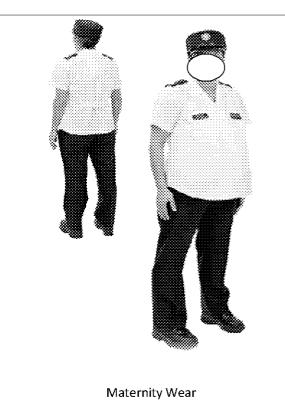




TSG; Public Order Overall + Body Armour







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