



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:20/05/2025

2025/521 - Dress and Appearance

In response to your recent request for information regarding;

- 1. Request a copy of the current Dress and Appearance Standards for Police Officers in your force.**
Please find attached the Dress and Appearance protocol.
- 2. If there is a Ceremonial Unit (or similar) within your force.**
We do not have a "Ceremonial Unit" as a dedicated department
- 3. If training in foot drill forms part of current initial Police Officer and Special Constable training.**
No
- 4. A list of uniform and equipment issued to new Police Officers and Special Constables.**

Police Officer - Special Constable
1 x Baton
1 x Baton Holder
1 x Body Armour
1 x Buckle Cover
1 x Epaulettes (Pair)
1 x Belt (Equipment)
1 x Bowler
1 x Flat Cap
1 x Full Zip Fleece
1 x Gloves Cut Protection to EN 388 Level 5, EN 407 & EN420
1 x Handcuffs
1 x Handcuffs Pouch
1 x Helmet
1 x High Visibility Jacket EN ISO 20471 Class 3
1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
1 x Long Handcuffs Key
1 x Micro Fleece
1 x Molly Pouch Set

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

6 x Operational Tops
1 x Over Trousers (Black)
1 x Pocket Book Cover
1 x Personal Protection Kit
3 x Rank Sliders
1 x Safety Boots to EN 20345
2 x Silicone Wedding Bands (optional)
1 x Skirt (on request)
1 x Spray Holder
1 x Cravat
1 x Tie
1 x Torch
1 x Belt (Trouser)
2 x Trousers Operational (Poly/Cotton)
1 x Trousers Operational (Heavy Weight)
1 x Trousers Operational (Lightweight)
1 x Trousers (Uniform)
1 x Tunic (Uniform)
1 x Warrant Card Holder
2 x White Shirts (must have one short sleeved)

5. The cost of each item of uniform and equipment issued to new Police Officers and Special Constables for financial year 2024/2025

Concerns have been raised in relation to disclosing information relating to unit costs into the public domain therefore, the following exemptions have been engaged:

Section 43 (2) Commercial Interests

This is a prejudice-based exemption which means that the public authority must demonstrate that it is satisfied that to release the information would damage someone's commercial interests. It is also a qualified exemption which means that the public authority must consider the balance of the public interest in releasing the information against the public interest in withholding it.

Harm Test

Contracts are awarded following a procurement process in which tenders are invited from interested parties. As one means of ensuring fairness in the process, parties do not know the details of any of the other parties' tenders. This includes the price at which services can be delivered. To release the details of the prices offered in a tender of any party would be likely to harm that party's commercial interests.

Public Interest Test

Factors Favouring Disclosure

There is a strong public interest in ensuring that public money is spent correctly and that North Wales Police, and therefore the taxpayer, gets value for money when purchasing goods and services.

Release would also facilitate the accountability and transparency of North Wales Police for decisions taken by them in relation to contracts awarded so that they might be challenged.

Factors Favouring Non - Disclosure

Disclosure of pricing information would make it less likely that companies or individuals would provide the North Wales Police with commercially sensitive information in the future and consequently undermine the ability of the North Wales Police to fulfil one of its roles of running fair tender competitions.

Companies compete by offering something different from their rivals and any difference will often be reflected in price. This may also relate to the quality or specification of the product/service they offer. Information identifying the unique price offered by North Wales Police's current service provider for Interpreters is commercially sensitive and may also inadvertently reveal information about their profit margins.

North Wales Police's commercial interests would be prejudiced if it released details of customers' tenders as disclosure of these would be likely to damage North Wales Police's business reputation and possibly the confidence that future customers and suppliers would have in it.

Balancing Test

There are factors which in general terms favour release of this information, however, the factors favouring non-disclosure are more specifically relevant. Releasing unit costs and/or information which would allow this to be calculated would not be in the public interest as it would be likely to harm the process of future tenders. Prospective customers, who will include current service providers, expect to enter a tender on a level playing field and North Wales Police have a responsibility to ensure there is fair competition for public sector contracts. No release of information should be made under the Freedom of Information Act that will give one person a commercial advantage over another. The exemption under Section 43 (2) of the Act caters for this situation. My decision, therefore, is not to release this information at this time.

Therefore, in accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice under section 17 (1) of the legislation.

We can provide the total costs;

<u>PC/SC intakes for Fy 24/25</u>	
<u>Per Officer</u>	<u>£1,671.20</u>
<u>PC</u>	<u>£165,448.80</u>
<u>SC</u>	<u>£13,369.60</u>
	<u>£178,818.40</u>

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 20/05/2025



Dress and Appearance Protocol

Version 24 2024



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

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Introduction

The public expect everyone working in the police service to have the highest standards of professionalism.

Police officers and members of staff in a non-uniformed role also have a responsibility to present a professional image of the organisation, in line with the College of Policing's Code of Ethics.

This document provides you with clear and comprehensive guidance on your appearance, to present a professional image, achieve and maintain standards while also allowing for a level of self-expression. It has been developed by a group including the Police Federation of England and Wales and Unison, led by one of the NPCC representatives at the College of Policing's Professional Committee, Chief Constable Simon Cole. This work has been supported by the College's Professional Committee.

Officers and staff are reminded that uniform and equipment issued by North Wales Police remains the property of the Chief Constable and should only be worn for the role that it was issued for.

Officers and Staff should NOT:

1. Retain items of kit and equipment or use it for purposes that it was not originally issued for.
2. Utilise uniform and equipment that has not been provided by North Wales Police. It may not be of a suitable standard and could compromise safety.

The Chief Constable will not be responsible for any loss or injury caused or contributed to by uniform or equipment that was not supplied or used for the intended purpose.



Overriding Principles

Unless otherwise stated, this guidance applies to all police officers and members of staff who are in a public-facing role. Deviating from these standards without justification may result in you facing disciplinary proceedings.

All officers and staff - specifically covert operations staff - should dress appropriately for their specific job role, unless otherwise dictated by operational needs:

- dress in keeping with the professional image outlined in this guidance - clothing should be clean and neatly pressed
- maintain high standards of personal hygiene and grooming
- do not wear anything which represents a risk to health and safety
- do not wear any items which are likely to bring the force into disrepute - this includes potentially offensive badges, logos or motifs.

Supervisors

As supervisor, you have a responsibility to ensure that there is a robust and consistent approach towards this guidance, rather than your

personal interpretation of it.

You are expected to challenge officers and staff who do not present a professional image of the force in line with the guidance.

Set an example with your own high standards of appearance. Ensure groups of uniformed staff and officers working together in public view are dressed uniformly as far as is practicable, subject to operational commitments, religious observance / cultural needs, medical, maternity or health reasons.

1. General

- This protocol applies to all personnel. It has been kept deliberately short to provide clear guidance whilst allowing staff the maximum permissible freedom to express themselves.
- All staff have a responsibility to be well turned out at all times while on duty. Our personal and professional standards are reflected in the image we portray. We do an important job and we must look the part - the public expect no less.
- Supervisors are directly responsible for ensuring standards are maintained.
- Detailed information regarding uniform and equipment entitlements together with relevant background information can be found in this Dress and Appearance Protocol.

- Where policy or the Dress and Appearance Protocol do not provide specific guidance on a particular issue the overriding imperatives are:
 - maintaining a professional image;
 - minimising risks to health and safety.
- Every effort will be made to provide uniform that meets the requirements of staff in relation to their:
 - cultural heritage;
 - religion;
 - requirements based on other ethical issues;
 - gender identity:

Diversity

North Wales Police is committed to ensuring that, wherever possible, the diverse needs of all staff are met in terms of religious and/or cultural observance, provided

that they do not conflict with or compromise the delivery of our operational services and our obligations under Health and Safety legislation. Wherever possible, we shall respond sensitively to any issues or problems relating to uniform and equipment, and work together with individuals to establish the most positive and practical way to address their requirements.

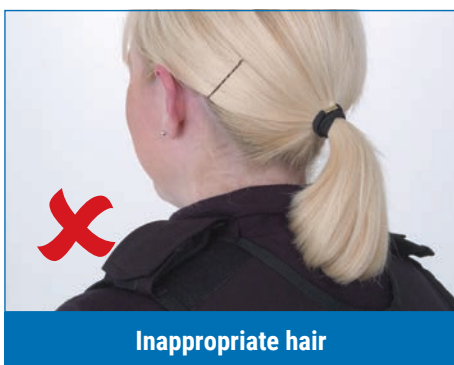
- Reasonable Adjustments:**
Officers who wear a uniform but are experiencing issues due to a medical condition should contact their supervisor initially to discuss alternatives, once alternatives have been agreed a workplace Adjustment form must be fully completed and submitted to SSF Supplies for Action.
- Training:**
You may wear your operational uniform for training including any class room based training.

2. Health and Safety

- The Health and Safety at Work Act 1974 applies to all in the police service.
- Personal Protective Equipment (PPE) is issued for your protection. It will be worn or used as directed - this is a legal requirement under health and safety legislation.
- Detailed advice is available on the NWP website and from the Staff Associations.

3. Personal Appearance

- Lanyards:**
To be smart and work related, must be bilingual.
- Jewellery:**
Operational staff
There is a potential health and safety implication with wearing jewellery. You are permitted to wear a watch, a band ring (eg, a wedding, civil partnership, engagement, eternity or modest



signet ring), small stud earrings and a necklace (provided this is worn under clothing and is not visible).

You may wear other jewellery with permission and on a case-by-case basis. This could be on medical grounds, eg, an alert bracelet, or religious grounds, eg, Sikh staff are permitted to carry a miniature Kirpan out of sight beneath outer clothing.

All other staff

You may wear jewellery but must maintain the professional image of the force.

Individual pieces of jewellery may be subject to health and safety assessment and you may be required to remove these while at work or carrying out tasks.

Jewellery is worn at your own risk and forces are unlikely to be liable for any loss, damage or theft of such. You are therefore encouraged not to wear valuable jewellery to work.

Silicone Wedding Rings are available to all staff from SSF Supplies.

- Tattoos:

All Staff must follow the Force Tattoo Policy, as set out by POD.

- Hair:

Uniformed staff

Wear your hair so that it is cut or secured above the collar and ears and is neat and tidy. It should not present a health and safety hazard. Any hair accessory must be plain in design and black or navy blue in colour. Extreme and vivid hair colouring is not permitted. Do not dye it in conspicuously unnatural colours.

For police officers and other operational uniformed staff, pigtails and ponytails are unacceptable due to officer safety implications.

Non-uniformed staff

Ensure your appearance reflects the same high standard required of all other members of the force, dependent on working environment (if the role is not one which requires face-to-face contact with the public, there is room for discretion).

- Cosmetics:

You are permitted to wear minimal makeup appropriate to your natural skin tone or in connection with your religion/faith, eg, the Bindi. You may also wear makeup to conceal a facial disfigurement or significant blemish.

Uniformed operational staff, for health and safety reasons, should keep fingernails trimmed short and clean. You may not wear any jewellery or attachments on the nails. Nail polish must be clear or of subtle colour, with the same colour used for all nails.

- Facial Hair:

Facial hair should be neat and tidy. Do not dye it in conspicuously unnatural colours.

An unshaven/stubby appearance is unacceptable unless you are growing a beard or moustache. This does not apply where there is a genuine medical reason not to shave.

- Spectacles:

Prescriptions spectacles worn during operational activity, including roles that involve direct contact with the public, must have lenses made of safety plastic and not glass, for health and safety reasons. The frame should generally be plain and neutral in colour and style. Those members of staff holding a force driving authority and required to drive as part of their role should avoid wearing spectacles with wide arms due to them blocking side-vision.

- Sunglasses:

Frames should be plain and neutral in colour and style. Mirrored reflective lenses are not permitted.

Remove your sunglasses when talking to a member of the public and inside a building unless it is necessary to continue wearing them for medical reasons or because they are prescription sunglasses. In such cases, consult a supervisor. You may need to provide supporting evidence, eg, a medical note from the GP or a request from occupational health.

- Ties and cravats:

Staff wearing the operational shirt will not be required to wear a tie/cravat. In all other cases, you should wear a force-issue tie/cravat, unless permission has been given to remove this due to weather or staff are on a meal break away from public view.

Staff may wear a single tie slide or pin. Designs should be discrete and free from political bias.



4. Footwear

Uniformed staff

Wear plain black boots or shoes appropriate for the role to be performed. Footwear must be clean, with a low, flat heel.

Socks and tights or stockings must be of a plain colour and appropriate to the uniform being worn.

Non-uniformed staff

Only wear footwear that is clean, smart and appropriate to your role and in keeping with the standards set for uniformed staff. Some styles of shoe are inappropriate in certain situations due to health and safety considerations, eg, high-heeled shoes and open-toe sandals.

All staff

If there is a medical need (eg, disability or pregnancy) for certain types of footwear, this will be considered on a case-by-case basis.



5. Headgear

Headgear is an integral part of police uniform and an important element in enabling the public to recognise you. It is compulsory for uniformed staff to wear force-issued headgear while performing public duties. This not only projects a professional image but, where appropriate, assists in the health and safety of staff.

The following also applies:

- except on religious and medical grounds officers, PCSOs and members of the Special Constabulary will wear force-issued headgear
- officers and uniformed staff in police vehicles may remove their headgear while in the vehicle but must wear it outside the vehicle at all times unless operational commitments prevent this, eg, chasing suspects or saving lives, home visits, severe weather such as high winds (police officers and PCSOs riding police pedal cycles while on duty are to wear pedal cycle safety helmets and police motorcyclists will wear force-issue motorcycle helmets when on patrol)
- you may remove headgear when providing television interviews to avoid shading the eyes and when posing for non-operational photographs
- Sikh officers and uniformed staff may wear a black or dark navy blue turban with a modified cap badge
- Muslim officers and staff may wear a black or dark navy blue headscarf/hijab
- Sikh officers and staff who wear turbans are exempt by law from having to wear motorcycle helmets and are also therefore exempt from having to wear pedal cycle safety helmets while on duty or at work, however, a risk assessment will be undertaken in relation to the specific role to be performed, including any potential communications issues

- officers and uniformed staff may wear prayer caps at the appropriate time and when the need arises while on duty
- specialist headgear such as baseball caps and black woollen hats may only be worn as per the scale of issue for the role you are undertaking, for example, PSU staff, and can only be worn in connection with that role.

- **PCSO:**

Flat cap or bowler cap will be worn at all times when engaged in outside duties.

- **POLICE STAFF:**

No headgear issued other than PPE.

- **POLICE OFFICERS:**

Operational Uniform:

Flat cap or bowler will be worn at all times when engaged in outside duties other than on foot patrol and at public events where Helmets must be worn.

Dress Uniform:

Bowlers or flat caps for Inspectors and above, Bowlers or helmets for all other officers.

- **FIREARMS OFFICERS:**

To wear baseball caps at all times when engaged in outside duties.

Ballistics helmets should be worn when required.

- **WINTER HATS:**

Officers and PCSO's who have been issued woollen hats will only be allowed to wear them with authority of a supervisor when weather conditions are particularly poor.

Ribbon and Medal Order of Wear

Military orders and crown decorations:

- These have a specific order depending on the medal with the Victoria Cross always first and advice can be found on the London Gazette website, For example the CBE will come before MBE and before any other decorations for bravery such as a Military Cross or the Kings Police Medal (was QPM)

Followed by:

Military Campaign Medals

- Such as the Iraq Medal, Operational Service Medal (Afghanistan), General Service Medal or Gulf War Medal.
- These are to be worn in the order issued, other than UN and NATO medals which are worn after British medals but still in the order awarded to the wearer.

Followed by:

Commemoration Medals

Such as Golden, Diamond and Platinum Jubilee Medals as well as any Crown coronation medals. All worth in the order of presentation.

Then any:

- Meritorious Service Medals
- Accumulated Service Medals
- Long Service Medals (Worn in date issued order)

Warrant Cards and Identity Cards

Whilst on duty, all personnel must carry warrant cards or identity cards. Additionally, police officers must carry warrant cards whilst off duty in any place where the officer has jurisdictions.

The loss of a warrant card or identity card must be reported immediately such a loss is discovered. Suspended personnel will be required to surrender warrant or identity cards upon demand.

Carry your warrant/identification at all times. At times of increased security,

wear it outside clothing in a prominent place, usually in a lanyard or a name badge holder, at all times while on police premises.

Report the loss or theft of a card to a line manager immediately due to security implications.

When visiting certain countries on vacation, seek guidance in relation to the current threat levels and whether you should take your warrant / identification card.

Inland Revenue - Guidance to Officers

Police officers are currently entitled to a flat rate allowance granted through their tax code. This allowance covers all costs incurred in the upkeep of a police uniform. The allowance is granted for items which are not provided by the employer, for example:

- dry cleaning and washing garments, including body armour; and
- purchase of tights and socks.

The amount has been agreed at national level between the Police Federation and the Inland Revenue Head Office. No additional amounts of relief are available regardless of the circumstances.

Welsh Language Badge

All staff are encouraged to wear their Welsh Language Badge, be it the Bilingual or Learner Badge.



Bilingual Badge



Learner Badge

Tie Pins

Officers and staff are permitted to wear one appropriate tie pin (on tie or cravats only) in addition to the Welsh Language Badge.

General

Uniform Dress Code

Keep all items of uniform clean and in good repair. It is your responsibility to ensure lost/damaged items of uniform are replaced. Unless permitted to wear plain or alternative clothes, eg, on account of an officer's pregnancy or disability, uniformed staff will wear uniform at all times when on duty or at work.

Only wear police-issue items of equipment on the uniform belt. Wear utility belts over the trousers or skirt and fleece, blouson or high-visibility jacket for health and safety reasons and to ensure uniformity.

Do not wear large bunches of keys hanging from the belt to avoid risk of injury, unless there is an operational requirement (eg, custody). Insignia/epaulettes of rank or post must be worn and visible at all times.

Officers and staff in specialist departments may wear issue coveralls and polo shirts or dark blue shirts, as per the scale of issue, at their discretion, however, keep such clothing clean and tidy.

Do not to wear uniform when appearing on social media or internet sites in an off-duty situation or in any other off-duty capacity without prior authority of a manager.

You may wear charity badges/patches with permission. They must not be too large and must not be in place of or obscure official police insignia.

Non-uniform Dress Code

Individuals wearing plain clothes for their role should ensure that their standard of dress and appearance reflects the same high standard required of uniform staff.

You must have your ID card on display while on police premises (remove visible identification when away from police premises) and consider the appropriateness of the lanyard.

Dress in business wear which is smart and clean. Business suits or an appropriate smart jacket are the expected forms of dress whenever you are representing the force at events, at court or in contact with the public through your role.

Individuals engaged in covert operations where their identity must be concealed may dress to suit the circumstances.

Police Officers (including Special Constables)

Police officers (including Special Constables) uniform is divided into two sections Operational and Dress (Ceremonial) Uniform. Each set of uniform will consist of the following:

Operational Uniform

- Trousers - Operational
- Equipment Belt
- Operational Top - Long or Short Sleeved
- Micro Fleece
- High Visibility Jacket EN ISO 20471 Class 3
- Body Armour
- Flat Cap and Bowler (helmet for foot patrol and at public events)
- Safety Boots (PPE)
- PPE as appropriate, i.e. batons, cuff and spray

Dress (Ceremonial) Uniform

- Trousers - Uniform
- Jacket (Tunic)
- White Shirts - Long or Short Sleeved
- Ties and/or Cravats
- Embroidered Epaulettes
- Helmet
- Bowler
- Flat Cap - Inspector and above
- Skirt

If wearing a skirt, professional plain black shoes and tights should be worn.

NB: metal numbers are not to be worn as they are considered to have Health and Safety implications.

You should wear your Operational Uniform when:

- you are carrying out operational duties;
- working in an office environment.
- you should wear your Helmet when on foot patrol and at public events;
- an operational order for a specific event directs you to do so.

You should wear your Dress Uniform when:

- you are at an attestation or an award ceremony;
- attending a promotion board, inspection or interview;
- an operational order for a specific event directs you to do so;
- attending a service funeral;
- attending a misconduct hearing;
- other formal occasions;
- working in an office environment.

Community Support Officers (PSCO)

Community Support Officers (PSCO) uniform will consist of the following and should be worn at all times.

Uniform comprises the following garments:

Operational Uniform

- Trousers - Operational
- Equipment Belt
- Operational Top - Long or Short Sleeved
- Micro Fleece
- High Visibility Jacket EN ISO 20471 Class 3
- Body Armour
- Safety Boots (PPE)
- PPE as appropriate
- Bowler / Cap

Police Staff Uniform

Police Staff Uniform will only be issued if the request falls under one of the following two categories and has the approval of the appropriate Command Team and Clothing, Equipment and Services Committee. Once you have been issued with a uniform you must wear it all times. Footwear should be black (if you're not issued with Safety Boots).

PPE: Because of the need for Personal Protective Equipment

(PPE) Public Facing: to those staff who come into contact with members of the Public on a frequent basis.

Police Staff Uniform comprises the following garments:

- Operational Top or White Shirt
- Trousers - Operational or Uniform
- Micro Fleece
- Body Armour (Detention Officers only)
- PPE as appropriate

Police Officers / Staff not issued with uniform

- Staff must be smart, businesslike and practical
- Staff must not wear jeans, T-shirts or trainers unless approved by line managers.
- Staff must not wear shorts and flip-flops or Crocs unless approved by line managers.
- Staff must wear ID cards and name badges where possible.

Diversity

North Wales Police is committed to ensuring that, wherever possible, the diverse needs of all staff are met in terms of religious and/or cultural observance, provided that they do not conflict with or compromise the delivery of our operational services and our obligations under Health and Safety legislation. Wherever possible, we shall respond sensitively to any

issues or problems relating to uniform and equipment, and work together with individuals to establish the most positive and practical way to address their requirements.

Uniform Staff - Police Officer, Police Community Support Officers and Police Staff

Unless otherwise indicated, the following points relate to North Wales Police Officers, Police Community Support Officers and Police Staff in uniform.

- a) Only authorised items of uniform and equipment may be worn/used.
- b) Uniform may not be altered other than by or with the permission of the Head of Procurement.
- c) Uniform which becomes ill-fitting or shows signs of wear and tear should be exchanged.
- d) Where non standard items of uniform are authorised and issued for a particular duty or specialist role, the items may not as a matter of course be worn for other duties, nor as a substitute for standard uniform.
- e) Because of Health and Safety requirements, high visibility jackets and lightweight high visibility jackets are compulsory when dealing with traffic or similar situations (e.g. on or in the vicinity of road accidents) or where a risk assessment also dictates. Officers using police vehicles must ensure they have one or other of these jackets available to wear. High profile (yellow) blousons and body armour are not acceptable for the above duties as they do not provide the required high visibility requirements set down by legislation.

- f) Specialist clothing should be worn as intended.
- g) All outer garments must show the correct authorised identification by insignia (fixed or by use of appropriate epaulettes), as supplied by the Supplies Section.
- h) Officers and staff not in uniform must wear their identity cards when in police premises. Officers and staff are also to wear an official Force name badge where possible.
- i) When wearing a tunic, officers must wear a tie or a cravat.
- j) Headgear is to be worn at all times when performing uniform duties outside, unless in a vehicle or otherwise prevented by the urgency or nature of the particular duty. All officers must wear helmets/bowler/baseball caps/flat as described in section 4.1 of this document.
- k) Force issue approved footwear must be worn for all policing purposes other than for specialist purposes (motorcyclists for example) for which alternative footwear will also be issued.

Force issue approved footwear must be worn by PCSO and Police Staff at all times.
- l) Details on the wearing of medals/ribbons/decorations and orders are included in this handbook at section 10.

Court

If you normally wear Operational Uniform, you should wear it when you attend a Crown Court, Magistrates' Court, Coroners' Court, Civil Court or Employment Tribunal to give evidence. This includes your utility belt, baton,

rigid handcuffs and Parva spray. This will make sure you are able to deal with an incident at court or on your way to or from it. Officers do have the option to wear Dress Uniform if appropriate. Officers who would not normally wear Operational Uniform should wear their Dress Uniform.

Tasers

As of 16th November 2020 the Lord Chief Justice has amended the Criminal Practice Direction to allow officers to be able to carry Taser in court as part of their operational equipment when attending court on routine business, such as giving evidence or delivering exhibits

Captor Spray

Uniformed Officers are allowed to take their Captor Spray into Court as this forms part of their PPE.

Officers in uniform should not be subject to search when attending court, although may be asked to show their Warrant Card.

Officers not in uniform will not be allowed to take Captor Spray into Court.

If there are any issues with the carrying of Captor Spray, refer security/ushers to the HMCTS Wales Head of Crime directions.

Promotion Board, Inspections and Interviews

You should wear your Dress Uniform for a promotional board, inspection or interview.

It is permissible for Detectives to attend in a Suit.

All staff have a responsibility to adhere to the protocol - as a last resort, non compliance can be referred to the respective disciplinary procedures for police officers and police staff.

The Personal Protective Equipment at Work Regulations

SECTION THREE

These regulations require NWP to provide suitable personal protective equipment (PPE) to any member of staff who may be exposed to risks to their Health and Safety whilst at work.

The Personal Protective Equipment at Work Regulations 1992 are amended so that where there is an inevitable conflict between the exercise of police powers and NWP's duty to ensure that suitable PPE is provided to employees, the duty shall be complied with so far as is reasonably practicable.

However, you should remember that PPE is a last resort and should only be provided where the risk cannot be controlled adequately by other means which are equally or more effective.

All PPE must be inspected annually, and recorded using the annual inspection sheet in your training manual.

1. Examples of PPE in operational police work

- Riot helmets and coveralls for police officers involved in policing public order situations;
- Body armour;
- High Visibility Jackets;
- Heavy Duty Gloves for searching a particularly hazardous location;
- Safety Boots;
- Public Order Equipment.

2. Advice and Contacts

- Health & Safety
Ext 88715
- Supplies Section
Ext 04209

3. Selection of PPE

To decide whether PPE is required, and in what form, the key requirements to consider within the regulations include the following:

Risk Assessment

- You have to choose PPE on the basis of an assessment of the nature of the risks to which NWP staff may be exposed.
- You should undertake a risk assessment. This would include such records as identifying the maintenance of PPE and also provision for accommodation, storage and the expected shelf-life of the particular item.

4. Maintenance of PPE

PPE provided to staff must be maintained in an efficient state, efficient working order, and in good repair. Spare parts must be readily available. Items should be checked before and after use, as well as a detailed annual inspection.

5. Information

NWP managers must provide all staff using PPE with relevant information, instruction and training. The information must include:

- the risks which the PPE is designed to avoid or limit;
- the manner in which the PPE works and how it should be used;
- any action that staff should take to keep the PPE in good repair;
- an appropriate system for replacement, in accordance with the shelf-life.

6. Use of PPE - duties of employees

All NWP employees have a duty to:

- use PPE in accordance with training and instruction;
- return it to the appropriate storage area after use;

- report any loss or obvious defect with the PPE to their line manager;
- understand the risks identified and the risks that could have been avoided by other means;
- identify the definition of the characteristics needed in the PPE in order to be effective, for example is the glove to protect against a corrosive chemical or blood or body fluid; and
- monitor the shelf-life and ensure appropriate replacement.

7. Suitability

To be suitable PPE needs to:

- be appropriate to the risks and workplace conditions;
- take account of ergonomic considerations and the state of the health of the person wearing PPE;
- be capable of fitting the wearer correctly and comfortably if worn for long periods;
- be effective in preventing or adequately controlling the risks involved without increasing the overall risks, so far as is practicable, and
- comply with the relevant British and European standards and carry the CE mark where eligible.

8. Compatibility

Where staff are required to wear more than one type of PPE, the items must be compatible and effective. For example, where respirators, goggles and safety helmets are worn at the same time, the items must not interfere with the seal of the respirator face piece.

9. Review

The risk assessment must be reviewed when there is a reason to suspect it is no longer valid, or, following significant changes, to ensure that any appropriate changes required are made.

10. Equipment excluded from the regulations:

- ordinary working clothes and uniform which do not specifically protect the Health and Safety of the wearer. (However, if staff are required to work in inclement weather the appropriate PPE is required);
- equipment used by the police for arrest, restraint, self-defence or as deterrent equipment;
- portable devices for detecting and signalling risks and nuisances for example gas detectors and radiation dosimeters;
- PPE used for protection while travelling on the road, such as crash helmets and leathers;
- equipment used during the playing of competitive sports, for example footballer's shin guards; and
- where existing regulations already apply and require PPE to be supplied, such as lead, ionising radiation, asbestos, hazardous substances subject to COSH, noise and safety helmets on construction sites.

11. Further Guidance

Should you require any further details in relation to any aspect of PPE, or assistance with the preparation of a risk assessment, please contact the Health and Safety Manager on extension 88715.

Items of PPE issued

1. High Visibility Jackets

All sizes comply with EN 471 Class 3 and can be worn for traffic duties.

When undertaking any activity that involves stepping out onto the carriageway, officers should always wear a high visibility jacket that complies with EN 471, Class 3. An operational order may require you to wear one for other reasons, for example a major incident involving the closure of a railway line.

To ensure appropriate levels of conspicuousness and safety, high visibility jackets should always be fastened.

2. Body Armour

Body Armour must be worn at all times when on operational duties. See section 3 for details.

3. Personal Protection Kit

Issued to protect from blood and other body fluids in an emergency.

4. Gloves - Slash Resistant

Issued to protect against slashing of hands as well as warmth. The gloves issued have a Kevlar lining which gives a cut resistance level 5 and an abrasion resistance of level 4.

5. Footwear

Force issue approved footwear must be worn for all policing purposes other than for specialist purposes (motorcyclists for example) for which alternative footwear will also be issued.

When uniform is issued but no footwear, officers and staff must wear plain black work boots / shoes (closed toe).

6. Public Order Equipment

Force issue approved Public Order Equipment must be worn as directed by your supervisor or an appropriate risk assessment. Body armour and guards must be worn under your suits at all times as these products are not flame retardant.

Treatment of blood stained clothes

If clothing becomes contaminated with blood or other body fluid, one of the following courses of action can be followed:

1. Removed clothing to be double bagged in yellow clinical waste bags, sealed and labelled.

Disposal should be carried out as shown in the section "Disposal of clinical waste" on Page 9 of the Occupational Health / Health & Safety document "Guidelines for Control Of Infection in North Wales Police" [available via Public Folders - H&S folder (Advice and Guidance sub-folder) or Occ Health folder].

2. Contaminated clothing to be washed / cleaned, for reusing, as per contract set up by Division / Department with local hospital laundry service.

Removed clothing to be bagged in the appropriate hospital contract approved bag.

The cleaning process carried out under the hospital contract will comply with the guidance laid out in the NHS document "Hospital Laundry Arrangements for Used and Infected Linen".

Further details from the NWP Occupational Health Unit on 04032 ext or the Health & Safety Unit on ext 88715.

Always remember to wash your hands after handling contaminated items.



- These guidelines have been produced to assist you whilst wearing and caring for your Body Armour.
- They are intended to raise your awareness in relation to safety, hygiene and storage.
- You should be aware that the wearing of Body Armour will not make you invulnerable to attack. It is designed to provide protection against unknown threats. If a threat is perceived, get advice from Specialist Officers.
- Force policy is mandatory wearing of body armour when on operational duties.
- Under Health and Safety legislation, Officers have a duty to wear protective clothing and equipment, which has been provided for their safety. It is essential therefore that your body armour fits you correctly. If you are in doubt please contact any person in the contacts section of this document.
- The armour has a level of protection against ballistic threat (HO1) and protection against stabbing/slashing (KR1) attacks as well as some blunt trauma protection.
- Please do not enter any situation which you would not have done had you not been wearing the armour and do not allow others to pressure you into taking any action because of perceived extra protection.
- It is the responsibility of the wearer/authority to carry out a risk assessment and to be satisfied that the protection level provided by the armour meets their requirement.
- Armour can be worn over your shirt, microfleece or coveralls in the covers provided, but must be worn under your High Vision jacket, waterproof coats and retardant coveralls and high visibility jackets.
- To provide the certified protection it is CRITICAL that the Body Armour is the correct size and fitted correctly.
- If cared for correctly, the armour is designed to protect you for 10 years.

Donning and Doffing

- To don the vest, open the Storm Flap and centre front zip.
- Don the vest and centre the front armour panel across the chest, ensuring it is level at the waist area.
- Fasten Velcro straps across the front panel to give a snug fit, ensuring that the armour panels overlap at equal distance at each side.
- Do not over stretch the elastic as this will cause discomfort when bending or sitting.
- The bottom of the front panel should be no more than approximately 1" – 1.5" (25-37mm) above the belt line.
- When in a sitting position the body armour should not "ride up" under the chin.
- Zip up the outer cover and fasten the front Storm Flap closure.
- To doff the vest, open the Storm Flap and centre front zip. Open one side of the elastic straps and remove the vest.

Caring for your Armour

- You are responsible for looking after your armour; do not allow others to wear it. Store it lying flat or hang it up on a hanger.
- Keep it in a cool dry environment out of direct sunlight.
- Covers should be taken off regularly and washed.
- Always close Velcro fastening prior to washing.
- Always remember to replace the armour as per the manufacturers instructions with relevant parts inserted in the correct way. Failure to do this could result in the protection levels being reduced.
- In the event of the panels becoming wet, do not dry Ballistic / Stab panels in sunlight or close to direct sources of heat. Ballistic / Stab panels should be dried indoors.
- Ballistic / Stab panels are not to be exposed directly to UV radiation (i.e. sunlight). When the Ballistic / Stab panels are in the covers, the garment is to be zipped closed and laid flat, stood up or hung up. The Ballistic / Stab panels are not to be twisted or bent excessively.

Care Instructions for Carrier

- Remove all protective panels from the carrier before laundering.
- Ensure that Velcro fasteners/zips are in a closed position prior to washing.
- Automatic machine wash, see wash instructions on the carrier label.
- Product can be washed at up to 50°C. Use standard household detergents in accordance with the manufacturer's instructions.

- Do not use bleach or dry clean.
- Do not tumble dry.
- Do not bleach.
- Covers should be line dried.
- Carrier must be completely dry before inserting panels or inserts.

It is the responsibility of the wearer to adhere to the above conditions to ensure longevity of the carrier.

Care Instructions for Protective Panels

- Wipe over by hand using a soft sponge or cloth and a mild detergent with warm water.
- Do not immerse panel in water.
- Do not use bleach or starch.
- Do not machine wash.
- Do not dry clean.
- Do not line or tumble dry.
- Panels must not be exposed to direct sunlight.
- Panels MUST be stored flat or hung up.
- Keep away from heat, e.g. heating pipes, radiators etc.
- It is CRITICAL that the armour panels are assembled into the carrier with the label BODY SIDE.
- To provide the full level of protection provided by this garment ALL PANELS must be fitted into the carrier.

It is important that the armour panels are checked when removed from the cover to ensure no damage to the armour protective envelope.

Inspection Procedure

On every occasion when the panels are removed from the covers they must be checked for any mechanical damage. If detected this should be reported immediately to the relevant authorities, the armour panel be removed from service and returned to the manufacturer for repair. Failure to do so will invalidate the Warranty and

Product liability Insurance

- Armour panels and carrier should be fully inspected annually, as a minimum.
- Details of the inspection must be recorded to form a product service history.
- The annual inspection shall include checking the integrity of the peripheral seal of the armour protective envelopes.
- In the event of any damage being found, the armour must be removed from service and returned to the manufacturer for repair. Any attempt to carry out unauthorised in-house repairs will invalidate the warranty and product liability insurance.

If damage is noted, the panels should be returned to Supplies Section for further inspection and repair.

Does my armour fit correctly?

Position of the front:

- Top of the armour should sit on the collarbone.
- Bottom of armour should be no more than 1 - 11/2 inch gap between armour and trouser waist.
- You should be able to sit down without the armour sticking in the stomach or the top of your legs or choking you.

Position of the back:

- Armour should fit comfortably on the shoulders.
- Bottom of armour should have no more than 1 - 11/2 inch gap between armour and trouser waist.

Side Opening:

- There should be a minimum 1" overlap at the side of your armour where the front and back panels meet.

Additional information can be found on the force intranet.

Please note that the clips on the upper part of your vest are for the carrying of the Radio and/or Body Worn Camera only and must not under any circumstances be used to carry your Parva Spray.

General Description

The vest has been designed with interchangeable pockets which can attach to any of the bays on the front of the vest, so the user can position them in the most appropriate way for their own particular requirements.

Underneath the flap on the main zip is a zip fastening pocket for gloves / notepad etc.

On the outside of the flap on the main zip are loops for pens and mini mag-lites.

Inside the vest is a pocket containing a back support. This can be repositioned within the pocket for comfort or removed if not required.

Positioning the Pockets

The pockets are fitted with one-way press studs to prevent them being

removed during a struggle. If the top edge of a pocket is ripped downwards the top two studs will unfasten but the bottom ones will remain in place and vice versa if the bottom edge of a pocket is ripped upwards.

To remove a pocket

Pull the top edge of the pocket backing plate downwards until the top two studs disengage. Then pull the bottom edge of the backing plate upwards until the bottom two studs disengage. The pocket can then be pulled from the Velcro backing.

To attach a pocket

Align the bottom edge of the top two press-studs on the pouch with the bottom edge of the top two studs on the required bay on the vest. Roll the studs upwards so they click into place. Align the top edge of the bottom two press studs on the pouch with the top edge of the bottom two studs on the vest. Roll the studs downwards so they click into place. Straighten the pouch on its Velcro backing.

Contents should be removed from

pockets before attaching or removing.

Donning the Vest

On first wearing the vest:

- Open the main zip.
- Unfasten the elasticated waist strap on the inside back of the vest.
- If the back support is not required it should be removed from its pocket on the inside back of the vest.
- Put on the vest and fasten the elasticated waist strap in front of the body.
- Fasten the main zip and adjust the vest for size using the Velcro panels at the sides and shoulders.
- Once the vest has been adjusted for size the back support (if required) can be repositioned within its pocket for comfort and the epaulettes can be aligned correctly after attaching your collar number (if applicable).



The Supplies Section is based on the ground floor of Force HQ and currently provides:

- Uniform
- Equipment - Traffic, Airwaves anciles
- NWP Force Forms only (Not Stationery)
- First Aid equipment
- PPE

Items such as light bulbs should be applied for via the facilities Help desk

The Staff

The Section comprises of 4 staff members.

All staff can be contacted using the e.mail system.

SSF Supplies Section contact number:
Ext 04209

Replacement / New Items

If you require any item of equipment to be replaced or a new item issued, there are two possible ways of achieving this:

- By the Online

Uniform Ordering System Items should be ordered via the Online Uniform Ordering System (accessed under Business Tools on the Forcebook).

Prior to ordering you must have obtained written authorisation from your Supervisor for the items you require. After submission your order will be vetted by Supplies and if approved will then be delivered to you within two working days (subject to stock availability).

- In Person

Visits to the Supplies Section can only be made by Prior Appointment. You must book an appointment prior to visiting.

Exchanges

If an item does not fit you and you require it to be exchanged, it must be returned to Supplies within 14 days of issue.

You must make an appointment to do this, or return it by post, indicating your name, collar number, location and what you require us to do.

Alterations

Where necessary, the tailoress can alter your uniform. Under no circumstances must you alter your uniform yourself.

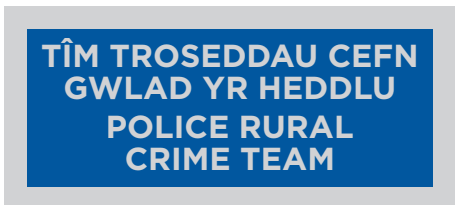
All uniforms will be issued with appropriate badges and insignia in accordance with current regulations and local agreements. Application for special issues of uniform should be made to the Clothing, Equipment and Services Committee and must be supported by a supervisory officer.

POLICE CONSTABLE

Hook Velcro Back and Front Badges:



Reflective Hook Velcro Back and Front Badges:



Hook Velcro Welsh Language Badges:



Epaulettes and Sliders:



Constable



Sergeant



Inspector



Chief Inspector



Superintendent



Chief Superintendent



Assistant Chief Constable



Deputy Chief Constable



Chief Constable



Constable



Sergeant



Inspector



Chief Inspector



Superintendent



Chief Superintendent



Assistant Chief Constable



Deputy Chief Constable



Chief Constable

SPECIAL CONSTABLE

Hook Velcro Back and Front Badges:



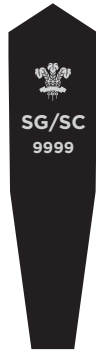
Reflective Hook Velcro Back and Front Badges:



Hook Velcro Welsh Language Badges:



Epaulettes and Sliders:



Special Constable



Special Sergeant



Special Inspector



Special Chief Inspector



Special Superintendent



Special Chief Officer



Special Constable



Special Sergeant



Special Inspector



Special Chief Inspector



Special Superintendent



Special Chief Officer

POLICE COMMUNITY SUPPORT OFFICER

Hook Velcro Back and Front Badges:



Reflective Hook Velcro Back and Front Badges:



Epaulettes and Sliders:



Hook Velcro Welsh Language Badges:



POLICE CADET, CADET LEADER AND SENIOR CADET

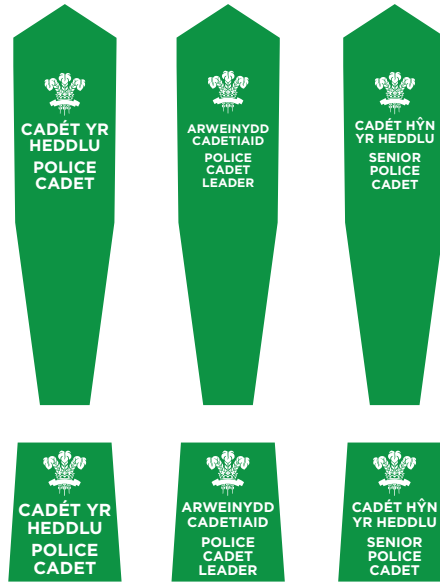
Hook Velcro Back and Front Badges:



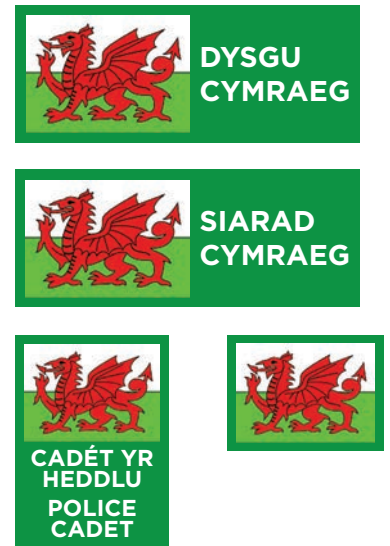
Reflective Hook Velcro Back and Front Badges:



Epaulettes and Sliders:



Hook Velcro Welsh Language Badges:

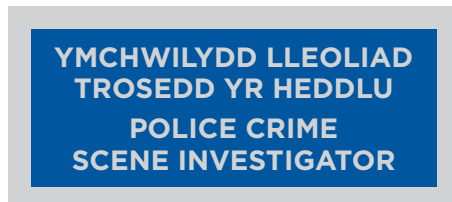


POLICE STAFF

Hook Velcro Back and Front Badges:



Reflective Hook Velcro Back and Front Badges:















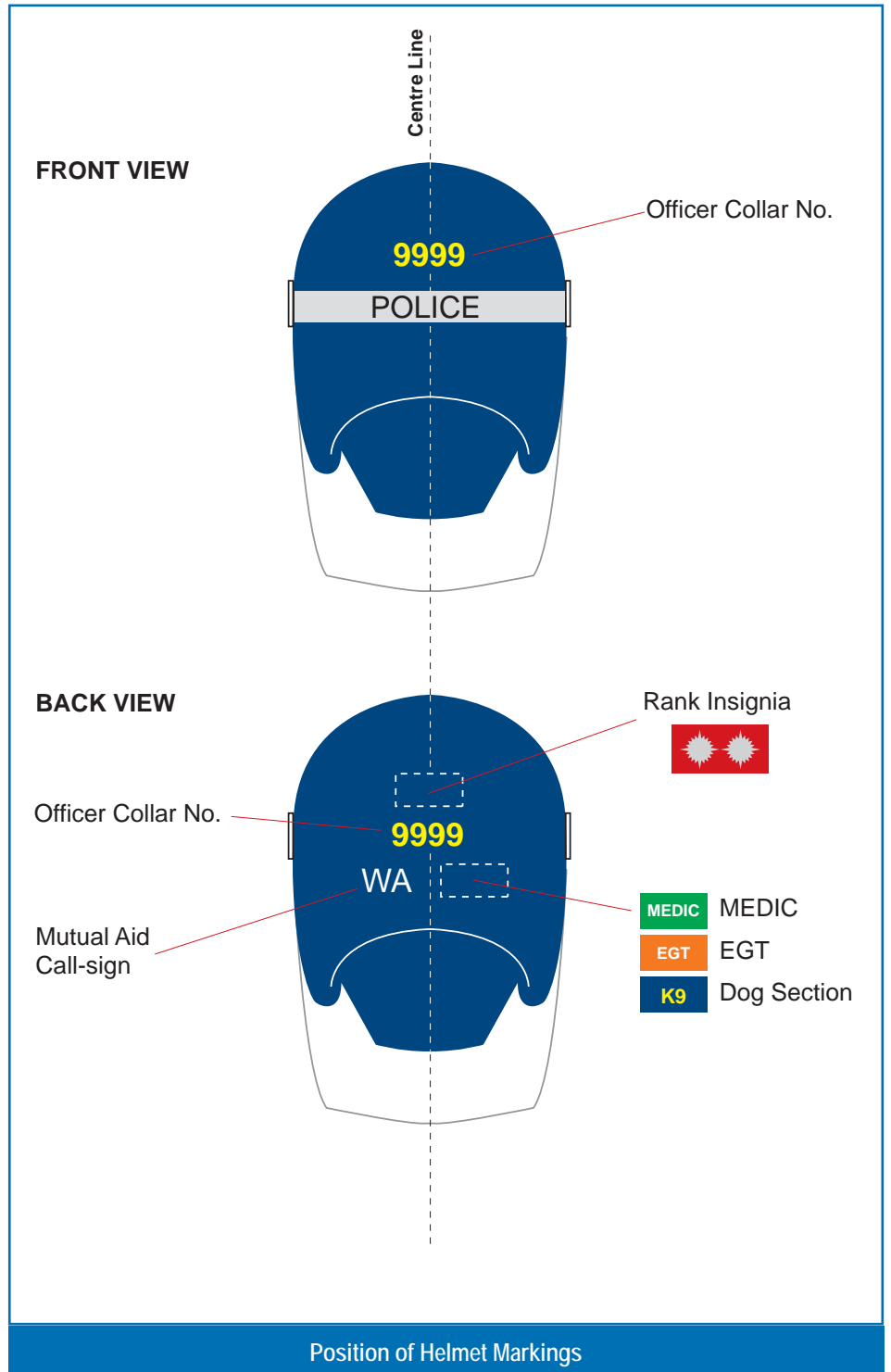
Epaulettes and Sliders:



Hook Velcro Welsh Language Badges:



Rank	Slider
Bronze Commander from Insp to Ch Supt	
Silver Commander from Insp to Ch Supt	
Inspector / Chief Insp or Superintendent	
POPSA	
Medics	
Evidence Gathering Teams	
Chief Constable	
Deputy Chief Constable	
Assistant Chief Constable	
Chief Superintendent	
Superintendent	
Chief Inspector	
Sergeant	
Police Constable	







Care Instructions for Uniform and Equipment

SECTION TEN

By following the washing and dry cleaning instructions for your individual garments, you will prolong their life, keeping them smart and tailored. Uniforms must be kept in a clean and tidy condition at all times.

- Remember to hang up all garments after wearing them;
- Do not wash garments that are dry clean only;
- All uniform garments should be neatly pressed;
- Try to use a liquid washing detergent as this does not clog the fibres;
- Wash dark colours separately.

Wash care symbols:

• Machine wash & temperature	
• Hand wash	
• Do not bleach	
• Do not tumble dry	
• Cool tumble dry	
• May be dry cleaned	
• Dry clean only	
• Cool iron	
• Medium iron	
• Hot iron	
• Do not iron	

Please refer to manufacture instruction on the garment labels, the below is a guide only:

High Visibility Jackets

- Machine wash warm separately at 40°C, rinse thoroughly;
- Do not use bleach or fabric softener;

- Tumble dry warm;
- Steam iron warm;
- If professionally dry cleaned, clean distilled solvent must be used;
- Do not use biological washing powder;
- Do not store damp, drip dry;
- Do not dry on radiator;
- Do not allow coated fabrics to come into contact with repellent, hair spray, or alcohol based products.

Baton Holder

- Use saddle soap to clean as necessary;
- Hide food may be used.

Belts (leather) and Waist Belts

- Use saddle soap to clean as necessary;
- Hide food may be used.

Cravat

- 40°C machine or hand wash;
- Short spin and line dry;
- Cool iron;
- Can be dry cleaned.

Epaulettes

- 40°C machine or hand wash (remove plastic numbers or plates prior to washing);
- Short spin and line dry;
- Cool iron;
- May be dry cleaned.

Gloves (leather) Uniform, PSU Gloves and Motorcycle

- Use saddle soap to clean as necessary;
- Hide food may be used.

Infectious Disease Pouch and Contents

- The contents should be checked for any use by dates and a replacement obtained from divisional stocks.

Lightweight High Visibility Jacket

- 40°C machine or hand wash;
- Warm rinse, spin and line dry;
- Cool iron if required;
- Non-biological detergents must be used.

Notebook covers

- Use saddle soap to clean as necessary;
- Hide food may be used.

Overtrousers (waterproof)

- 40°C machine or hand wash;
- Do not use bleach or biological detergent;
- Tumble dry at low setting;
- Can be dry cleaned.

Public Order Coveralls

- Maximum washing temperature of 40°C, gentle setting for normal soiling;
- Iron after each wash, medium heat iron;
- Do not use bleach;
- Use proprietary spot dry cleaner to remove oil or tar deposits;
- Dry cleanable, only dry clean after wash removing all combustible contaminants;
- Tumble dry on a low temperature after each wash.

Cotton Coveralls

- 40°C machine or hand wash;
- Line dry, spin or tumble dry;
- Hot iron.

Boots

- Clean leather with a damp cloth to remove dirt and stains;
- Apply wax polish to improve water resistance and to keep leather supple;
- Never force boots which have been saturated to dry, allow them to dry naturally.

P.S.U. Guards

(arm, thigh, shin and knee)

- Wipe clean with a damp cloth wrung out in warm water containing liquid detergent, or by using the same procedure with antiseptic (i.e. Dettol);
- Any item which has been contaminated by blood or bodily fluids should be disposed of as clinical waste and incinerated.

Shirts

- 40°C machine or hand wash;
- Do not bleach;
- Cold rinse;
- Short spin or drip dry;
- Moderate iron.

Speedcuffs Pouches

- Use saddle soap to clean as necessary;
- Hide food may be used.

Ties

- 40°C machinewash;
- Short spin or drip dry;
- Cool iron;
- May be dry cleaned.

Torch Holder

- Use saddle soap to clean as necessary;
- Hide food may be used.

Trousers (lightweight poly/wool)

- 40°C wool cycle;
- Do not bleach
- Cool iron.

Operational Trousers

- 40°C machine or hand wash;
- Warm iron;
- Do not bleach;
- Where possible use colour care washing powders.

Tunic

- Dry clean only.

Fleece

- 40°C machine or hand wash;
- Short spin;
- Do not wring;
- Cold iron if required;
- Do not tumble dry.

Equipment Vest

The vest can be wiped down with a damp cloth to remove marks. Use a mild soap if necessary.

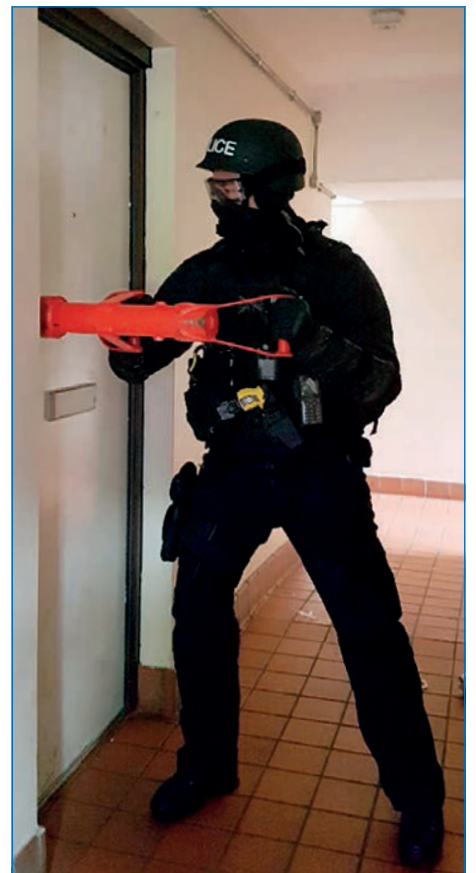
To handwash, remove all pockets and fasten the velcro on the elasticated waist strap and the main flap. Handwash at 40°C Maximum. Allow to air dry, ideally on a hanger. Do not force dry on a radiator etc.

Operational Top

- 40°C machine or hand wash;
- Short spin;
- Do not wring;
- Cold iron if required;
- Do not tumble dry.



POLICE OFFICER UNIFORM ENTITLEMENT



Replacement Uniform:

Please make sure that any old uniform that requires replacement is returned to SSF Supplies as soon as practically possible, preferably with the request for a replacement.

If this is not practical then it must be returned within 7 days of receiving the replacement.

Were replacements quantities frequencies are considered to be high replacements will not be issued.

Reasonable Adjustments:

Officers who wear a uniform but are experiencing issues due to a medical condition should contact their supervisor initially to discuss alternatives, once alternatives have been agreed a workplace Adjustment form must be fully completed and submitted to SSF Supplies for Action.

Acting Duties:

Officers who are carrying out acting duties in a higher rank are entitled to wear the insignia of the higher rank whilst carrying out those duties. When officers have completed their acting duties, they must revert back to wearing the insignia of their rank.

Changing Roles:

All role specific/Specialist equipment must be returned to SSF Supplier or to your Inspector upon leaving the unit. It is not permitted to take this equipment, and it must not be worn outside of the intended purpose/role.

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1. Collision Investigation Officers

- 1 x Coverall
- 1 x Gloves - Biohazard
- 1 x Gloves - Slash Resistant
- 1 x Gloves - Rigger
- 1 x Goggles to EN166
- 1 x Hard Hat
- 1 x Head Torch
- 1 x High Visibility Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Overtrouser
EN ISO 20471 Class 3
- 1 x High Visibility Overall
EN ISO 20471 Class 3
- 1 x High Visibility Waterproof Suit
EN ISO 20471 Class 3
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Micro Fleece
- 1 x Safety Wellingtons
- 1 x Winter Hat

2. Divisional Trainers

- (Issued via Divisional Manager, all black, non marking sole to value of £50)
- 1 x Trainers

3. Dog Handler

- 1 x Ballistic Helmet
- 1 x Black Jacket - Operational
- 1 x Black Training Gillette
- 1 x Ballistic Body Armour to H02, and Plates to RF2/SG1
- 1 x Bolle Goggles
- 1 x Davies Radio Kit Team
- 1 x Dog Handler Load Vest Accessories
- 1 x Full PSU Kit
- 1 x Multi Tool
- 2 x Neoprene Arm Protection
- 1 x Operational Suit Kermel
- 1 x Overtrousers - Rip Stop
- 1 x Peltor Active Ear Protection
- 1 x Petzl Head Torch
- 1 x Protective Glasses
- 1 x Safety Wellingtons
- 6 x Tactical Operational Shirts
- 4 x Tactical Operational Trousers
- 2 x Walking Boots
- 1 x Winter Hat

4. Drone Operatives

- 1 x Baseball Cap
- 1 x Black Waterproof Jacket
- 1 x Gaiters
- 1 x Gloves (with stretch)
- 1 x Head Torch
- 1 x Mid-layer Fleece
- 1 x Safety Wellington Boots
- 2 x Tactical Operational Trousers
- 1 x Waterproof Thermal Over Trousers
- 1 x Winter Hat

5. FCIN Regional Managers, Performance and Standards Manager or Field Event Manager

- 1 x Coverall
- 1 x Gloves - Biohazard
- 1 x Gloves - Slash Resistant
- 1 x Gloves - Rigger
- 1 x Goggles to EN166
- 1 x Hard Hat
- 1 x Head Torch
- 1 x High Visibility Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Overtrouser
EN ISO 20471 Class 3
- 1 x High Visibility Overall
EN ISO 20471 Class 3
- 1 x High Visibility Waterproof Suit
EN ISO 20471 Class 3
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Micro Fleece
- 1 x Safety Wellingtons
- 1 x Winter Hat

6. Firearms Officer

- 1 x Active Hearing Defenders with Micro-
phone IP67 Rated EN 352-2 - Minimum 28dB
- 1 x Ballistic Body Armour to H02,
and Plates to RF2/SG1
- 1 x Ballistic Helmet - MACH 2 Level NIJ 111a
- 1 x Base Ball Cap Foldable with Checker
Banding and POLICE Marking
- 1 x Boots No Steel Toe Cap or Mid Sole EN20347
- 1 x Day Sack 25 - 30 Litre Rucksack
- 1 x Elbow Pads Removable
- 1 x Equipment Belt with Security Buckle
- 1 x Inner and 1 x Outer with
Lumber Support and Keepers
- 1 x Holster
- 1 x Knee Pads Removable EN 14404
- 1 x Medical Kit
- 1 x Mesh Mask
- 1 x Pouch Molle Mounted Baton, CS, Handcuffs,
Smoke Devices, Distraction Devices and
Radio Pouches
- 1 x Pouch Belt Mounted Double Magazine Pouch
- 1 x Pouch Molle Mounted Magazine Holder
- 1 x Safety Glasses EN 166
- 1 x Tactical Eye Protection
STANAG 2920
CE - EN166
- 1 x Tactical Gloves
- 6 x Tactical Operational Shirt
- 4 x Tactical Operational Trousers
- 1 x Tactical Vest with Molle System
(if not issued with Combined Body Armour
and Plate Carrier Molle System)
- 1 x Waterproof Jacket Black - No noise
- 1 x Waterproof Over Trousers Black - No Noise
- 1 x X2-TASER Holster

7. Football Officer

- 1 x Black Jacket – Operational
- 1 x Bump Cap
- 1 x Kit Bag
- 1 x Mid-layer Fleece
- 1 x Overtrousers Black
- 1 x Tactical Vest (Blue Yoke)

8. Force Negotiators

- 1 x Ballistic Body Armour to H02,
and Plates to RF2/SG1
- 1 x Ballistic Helmet - MACH 2 Level NIJ 111a
- 1 x Gloves
- 1 x Head Torch
- 1 x Kit Bag
- 1 x Overtrousers Black
- 1 x Safety Helmet ISO 3873
- 1 x Waterproof Jacket (not black)
- 1 x Winter Hat (not police marked)

9. **Maternity Wear** Officers who become pregnant and wear a Uniform before they became pregnant are entitled to maternity Uniform and should contact SSF Supplies to discuss the options available to them.

10. Method of Entry (MoE) Equipment

- 1 x Coverall
- 1 x Goggles
- 1 x Face Mask
- 1 x Kevlar Balaclava
- 1 x Kevlar Inner Gloves and Sleeves
- 1 x Kevlar Neck Roll
- Plus full Public Order issue - see 19

11. Motorcyclists

- 1 x Airbag Jacket
- 1 x Heated Vest
- 1 x Heavyweight High Visibility
Foul Weather Suit to E471
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Leg Holster for Baton
- 1 x Leg Holster for Cuffs and Spray
- 1 x Motorcycle Boots
- 1 x Motorcycle Helmet
- 1 x Motorcycle Trousers
- 1 x Motorcycle Gloves - Summer
- 1 x Motorcycle Gloves - Winter
- 2 x Thermal Top
- 2 x Thermal Trousers

**12. Motorcyclists - Off Road
(NOT TO BE STANDARD POLICE ISSUE)**

- 1 x Motorcycle Gloves
- 1 x Motorcycle Helmet
- 1 x Motorcycle Jacket
- 1 x Motorcycle Trousers
- 2 x Thermal Tops
- 2 x Thermal Trousers

13. Pedal Cycle Patrol

- 1 x Cycle Glasses to EN 1836: 1997
- 1 x Cycle Helmet to EN 1078
- 1 x Gloves - Summer
- 1 x Gloves - Winter
- 1 x High Visibility Cycle Jacket to EN471



14. Police Officers

- 1 x Baton
- 1 x Baton Holder
- 1 x Body Armour
- 1 x Bowler
- 1 x Buckle Cover
- 1 x Epaulettes (pair)
- 1 x Equipment Belt
- 1 x Flat Cap
- 1 X Full Zip Fleece
- 1 x Gloves - Slash Resistant
- 1 x Helmet
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
- 1 x Long Handcuffs Key
- 1 x Micro Fleece
- 1 x Molly Pouch Set
- 6 x Operational Tops
- 4 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Pocket Book Cover
- 1 x Personal Protection Kit
- 3 x Rank Sliders
- 1 x Safety Boots
- 2 x Silicone wedding band (optional)
- 1 x Skirts Non-Operational (on request)
- 1 x Speed Cuffs
- 1 x Speed Cuffs Pouch
- 1 x Spray Holder
- 1 x Ties or Cravats (optional)
- 1 x Torch
- 1 x Trousers Belt
- 1 x Trousers - Uniform
- 1 x Tunic - Uniform
- 1 x Warrant Card Holder
- 2 x White Shirt (must have one short sleeve)

15. Police Special Constables

- 1 x Baton
- 1 x Baton Holder
- 1 x Body Armour
- 1 x Bowler
- 1 x Buckle Cover
- 2 x Epaulettes (pair)
- 1 x Equipment Belt
- 1 x Flat Cap
- 1 X Full Zip Fleece
- 1 x Gloves - Slash Resistant
- 1 x Helmet
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
- 1 x Long Handcuffs Key
- 1 x Micro Fleece
- 1 x Molly Pouch Set
- 2 x Operational Tops
- 2 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Pocket Book Cover
- 1 x Personal Protection Kit
- 3 x Rank Sliders
- 1 x Safety Boots
- 1 x Skirt (on request)
- 1 x Silicone wedding band (optional)
- 1 x Speed Cuffs
- 1 x Speed Cuffs Pouch
- 1 x Spray Holder
- 1 x Ties or Cravats (optional)
- 1 x Torch
- 1 x Trousers Belt
- 1 x Tunic (on request)
- 1 x Uniform Trousers
- 1 x Warrant Card Holder
- 2 x White Shirt (must have one short sleeve)

16. Ports Officer

- 1 x Baseball Cap
- 2 x Coverall
- 1 x Covert Harness for PPE
- 1 x Ear Defenders
- 1 x Gloves - Slashproof
- 1 x Gloves - Rigger
- 1 x Hard Hat
- 1 x Head Torch
- 1 x Knee Pads
- 1 x High Visibility Jacket (3 in 1)
EN ISO 20471 Class 3
- 1 x High Visibility Trousers
EN ISO 20471 Class 3
- 1 x Micro Fleece
- 1 x Neck Tube
- 1 x Safety Goggles EN166.201
- 2 x Tactical Operational Trousers
- 1 x Thermal Overtrousers
- 1 x Waterproof Protective Suit
- 1 x Winter Hat

17. Protest Removal Team

- 1 x Black Waterproof Jacket
- 1 x Coverall (Search)
- 1 x Ear Protection
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Mid-layer Fleece
- 1 x Safety Goggles
- 1 x Safety Gloves

18. Public Order Officer

- 1 x Arm Guards (pair)
- 1 x Arnold Baton
- 1 x Arnold Baton Holder with Belt Loop
- 1 x Baseball Cap
- 1 x Boiler Suit - Navy
- 1 x Carabiner
- 1 x Cricket Box / Groin Guard
- 1 x EGT Gloves (qualifying Officer only)
- 1 x Flameproof High Visibility Tabard
- 1 x Flame Retardant Coveralls
- 1 x Jock Strap
- 1 x Kit Bag
- 1 x Leg Guards (pair)
- 1 x Metatarsal Guard Public Order Boots
- 1 x Public Order Gloves
- 1 x Public Order Helmet
- 1 x Rank Sliders - Flame Retardant
- 1 x Safety Spectacles EN166.201
- 1 x Shoulder / Upper Arm Guard
- 1 x Thigh Guards (pair)
- 1 x Top for under coverall
- 1 x Trousers for under coverall
- 1 x Water Flask with Holder

19. Roads Policing

- 1 x High Vision Taser Jacket
- 1 x High Vision Waterproof Overtrousers
- 1 x Mid-layer Fleece
- 1 x Torch with Dock
- 1 x Waterproof Thermal Overtrousers
- 1 x White Cap
- 1 x Winter Gloves

20. Rural Crime Team

- 1 x Black Waterproof Jacket
- 1 x Mid-layer Fleece
- 1 x Safety Wellingtons
- 1 x Tactical Operational Trousers

21. Search Team

- 1 x Baseball Cap
- 1 x Black Waterproof Jacket
- 1 x Coverall (Search)
- 1 x Disposable Masks
- 1 x Ear Defenders
- 1 x Equipment Belt
- 1 x Gloves - Rigger
- 1 x Head Torch
- 1 x Hard Hat
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Mid-layer Fleece
- 1 x Overtrousers Black
- 1 x Safety Boots
- 1 x Safety Spectacles
- 1 x Safety Wellingtons
- 1 x Search Gloves (lightweight)
- 1 x Tactical Operational Trousers
- 1 x Winter Hat

22. Surveillance Officers

- 1 x Waterproof Coat Plain

23. Tactical Firearms Commander

- 1 x Ballistic Body Armour to H02,
and Plates to RF2/SG1
- 1 x Ballistic Helmet - MACH 2 Level NIJ 111a

24. Trainer Taser and MOE

- 1 x Waterproof Jacket (Red)

25. Trainer - Operational

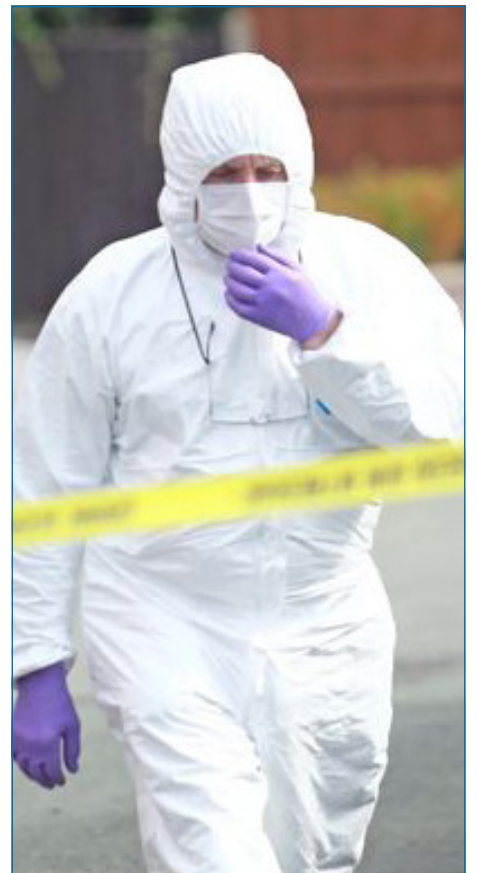
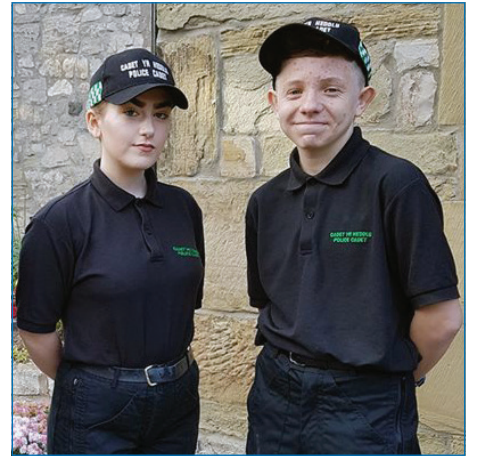
- 1 x Blue Operational Vest

26. Trainer - Public Order

- 1 x Gloves - Flameproof
- 1 x Mid-layer Fleece



POLICE STAFF UNIFORM ENTITLEMENT



Replacement Uniform:

Please make sure that any old uniform that requires replacement is returned to SSF Supplies as soon as practically possible, preferably with the request for a replacement.

If this is not practical then it must be returned within 7 days of receiving the replacement.

Were replacements quantities frequencies are considered to be high replacements will not be issued.

Reasonable Adjustments:

Officers who wear a uniform but are experiencing issues due to a medical condition should contact their supervisor initially to discuss alternatives, once alternatives have been agreed a workplace Adjustment form must be fully completed and submitted to SSF Supplies for Action.

Acting Duties:

Officers who are carrying out acting duties in a higher rank are entitled to wear the insignia of the higher rank whilst carrying out those duties. When officers have completed their acting duties, they must revert back to wearing the insignia of their rank.

Changing Roles:

All role specific/Specialist equipment must be returned to SSF Supplier or to your Inspector upon leaving the unit. It is not permitted to take this equipment, and it must not be worn outside of the intended purpose/role.

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1. All Staff

- 1 x Personal Protection Kit (if First Aid Trained)
- 1 x Name Badge
- 1 x Silicone wedding band (optional)

2. Casualty Reduction Officer

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Fleece (Blue)
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 5 x Operational Top (Blue)
- 3 x Operational Trousers
- 1 x Safety Boots
- 1 x Winter Hat

3. Chemical Treatments Officer

- 1 x Belt
- 1 x Boiler Suit
- 1 x Hard Hat
- 1 x Knee Pads
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

4. Civilian Investigator

- 1 x Safety Boots
- 1 x Coverall
- 1 x Yellow Tabard

5. Cleaning Supervisor and Cleaner

- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3 (if working outside)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots
- 2 x Tabards

6. Collision Investigator

- 1 x Coverall
- 1 x Gloves - Biohazard
- 1 x Gloves - Slash Resistant
- 1 x Gloves - Rigger
- 1 x Goggles to EN166
- 1 x Hard Hat
- 1 x Head Torch
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Micro Fleece
- 1 x Protective Gloves - Biohazard
- 1 x Safety Wellingtons
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrouser EN ISO 20471 Class 3
- 1 x High Visibility Overall EN ISO 20471 Class 3
- 1 x High Visibility Waterproof Suit EN ISO 20471 Class 3
- 1 x Winter Hat

7. Communications Officer

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Full Zip Fleece (on request)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)

8. Communications Supervisors

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Full Zip Fleece (on request)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)

9. Coroner's Office Staff

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)
- 1 x Safety Boots

10. Crime Scene Investigator

- 1 x Belt
- 1 x Boiler Suit
- 1 x Gloves - Rigger
- 1 x Gloves - Winter
- 1 x Hard Hat
- 1 x Head Torch
- 1 x Knee Pads
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 6 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Safety Goggles
- 1 x Safety Boots
- 1 x Safety Wellington Boots
- 1 x Winter Hat

11. Custody Health Care Practitioner

- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 6 x Navy Scrub Top
- 3 x Navy Scrub Trousers
- 1 x Safety Boots

12. Detention Officer

- 1 x Belt
- 1 x Body Armour
- 1 x Micro Fleece
- 1 x Personal Protection Pouch
- 6 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

13. Digital Forensic Technician

- 1 x Belt
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

14. Driver Instructor

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 1 x Mid-layer Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)
- 1 x Safety Boots

15. Evidence Gatherer (Roadside)

- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Safety Boots (if required)

16. FCIN Regional Managers, Performance and Standards Manager or Field Event Manager

- 1 x Coverall
- 1 x Gloves - Biohazard
- 1 x Gloves - Slash Resistant
- 1 x Gloves - Rigger
- 1 x Goggles to EN166
- 1 x Hard Hat
- 1 x Kit Bag
- 1 x Head Torch
- 1 x Knee Pads
- 1 x Micro Fleece
- 1 x Protective Gloves - Biohazard
- 1 x Safety Wellingtons
- 1 x High Visibility Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket
EN ISO 20471 Class 3
- 1 x High Visibility Overtrouser
EN ISO 20471 Class 3
- 1 x High Visibility Overall
EN ISO 20471 Class 3
- 1 x High Visibility Waterproof Suit
EN ISO 20471 Class 3
- 1 x Winter Hat

17. Financial Investigator

- 1 x Body Armour
- 1 x Covert Cover

18. Fingerprint Expert and Technician

- 1 x Belt
- 1 x Hard Hat
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

19. Firearms Enquiry Officer

- 1 x Belt
- 1 x Black Waterproof Jacket
- 1 x Epaulettes (pair)
- 1 x Ear Defenders
- 1 x Gloves - Rigger
- 1 x Hard Hat
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Rank Sliders (pair)
- 1 x Safety Boots
- 1 x Safety Wellingtons
- 1 x Torch
- 1 x Winter Hat

20. Firearms Range Warden

- 1 x Belt
- 1 x Ear Defenders
- 1 x Heavy Duty Work Gloves
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 1 x Knee Pads
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Safety Boots
- 1 x Safety Goggles
- 1 x Torch
- 1 x Winter Hat

21. Fleet Technician and Mechanic

- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrousers Trousers EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overall
- 1 x Safety Boots

22. Fleet Technician - Motorbike

- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrousers EN ISO 20471 Class 3
- 1 x Motorcycle Boots
- 1 x Motorcycle Helmet
- 1 x Motorcycle Jacket
- 1 x Motorcycle Trousers

23. Force Chaplain

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 1 x Safety Boots
- 1 x Tie
- 1 x Trousers - uniform
- 2 x White Shirt

24. Force Printer

- 1 x Belt
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

25. Forensic Submissions Officer

- 1 x Belt
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

26. Front Counter Assistant

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)

27. Gosafe Community Speedwatch Coordinator

- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrousers
EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)
- 1 x Safety Boots

28. Health and Safety Manager / Assistant

- 1 x Belt
- 1 x Hard Hat
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

29. Holyhead Port Regional Control Desk

- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrousers
EN ISO 20471 Class 3
- 1 x Micro Fleece

30. i24

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)

31. Licensing Officer

- 1 x Body Armour
- 1 x Covert Cover

32. Logistics Operator

- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Personal Protection Kit
- 1 x Safety Boots

33. Maternity Wear:

Staff who become pregnant and wear a Uniform before they became pregnant are entitled to maternity Uniform and should contact SSF Supplies to discuss the options available to them.

34. Motorbike Instructor

- 1 x Airbag Jacket
- 1 x Heated Vest
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Light Jacket EN ISO 20471 Class 3
- 1 x Leg Holster for Batton
- 1 x Leg Holster for Cuffs and Spray
- 1 x Motorcycle Boots
- 1 x Motorcycle Helmet
- 1 x Motorcycle Trousers
- 1 x Motorcycle Gloves - Summer
- 1 x Motorcycle Gloves - Winter
- 2 x Thermal Tops
- 2 x Thermal Trousers

35. Occupational Health Registered Nurse

- 1 x Micro Fleece
- 2 x Navy Scrub Top
- 2 x Navy Scrub Trousers

36. Operational Planning Support Officer

- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Safety Boots

37. Police Cadet

- 1 x Baseball Cap
- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 2 x Operational Top
- 1 x Operational Trousers
- 1 x Rucksack
- 1 x Safety Boots
- 1 x Winter Hat

38. Police Cadet Leader

- 1 x Baseball Cap
- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 2 x Operational Top
- 1 x Operational Trousers
- 1 x Rucksack
- 1 x Safety Boots
- 1 x Winter Hat

39. Police Senior Cadet

- 1 x Baseball Cap
- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 2 x Operational Top
- 1 x Operational Trousers
- 1 x Rucksack
- 1 x Safety Boots
- 1 x Winter Hat

High Sheriff Additions*

- 1 x Black Tie
- 1 x Flat Cap or Bowler (Green Check)
- 1 x Lightweight Trouser
- 1 x White Shirt Long Sleeve

40. Police Community Support Officer

- 1 x Belt
- 1 x Body Armour
- 2 x Epaulettes (pair)
- 1 x Flat Cap or Bowler
- 1 x Gloves - Slash Resistant
- 1 x Handcuffs
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 1 x Molly Pouch Set
- 5 x Operational Top
- 4 x Operational Trousers
- 1 x Overtrousers Black
- 1 x Personal Protection Kit
- 1 x Pocket Book Cover
- 3 x Rank Sliders
- 1 x Safety Boots
- 1 x Ties or Cravats (optional)
- 1 x Torch
- 1 x Uniform Trousers
- 1 x Warrant Card Holder
- 2 x White Shirt
- 1 x Winter Hat

41. Police Community Support Officer - Search Team

- 1 x Coverall (Search)
- 1 x Ear Defenders
- 1 x Gloves - Rigger
- 1 x Gloves (Lightweight) - Search
- 1 x Hard Hat
- 1 x Head Torch
- 1 x Kit Bag
- 1 x Knee Pad
- 1 x Safety Boots
- 1 x Safety Spectacles
- 1 x Safety Wellington boots

42. Policing Skills Assessors

- 1 x Belt
- 1 x First Aid Pouch
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 2 x Operational Top
- 1 x Operational Trousers
- 1 x Rank Sliders (pair)

43. Reception HQ

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)

44. Records Management

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 3 x Operational Top
- 2 x Operational Trousers

45. Seized Property Clerk

- 1 x High Visibility Jacket EN ISO 20471 Class 3 (if required)
- 1 x Belt
- 1 x Gloves - Abrasion
- 1 x Gloves - Slopout / Chemical
- 1 x Goggles
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Overtrouser Black (if required)
- 1 x Safety Boots

46. Supplies Section

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Safety Boots

47. Taser Trainer

- 1 x Waterproof Jacket (Red)

48. Trainer

- 1 x Belt
- 1 x Epaulettes (pair)
- 1 x High Visibility Jacket EN ISO 20471 Class 3 (if required)
- 1 x Micro Fleece
- 5 x Operational Top
- 3 x Operational Trousers
- 1 x Rank Sliders (pair)
- 1 x Safety Boots (if required)

49. Vehicle Examiner

- 1 x Coverall
- 1 x Gloves - Biohazard
- 1 x Gloves - Slash Resistant
- 1 x Gloves - Rigger
- 1 x Goggles to EN16
- 1 x Hard Hat
- 1 x Head Torch
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x High Visibility Lightweight Jacket EN ISO 20471 Class 3
- 1 x High Visibility Overtrouser EN ISO 20471 Class 3
- 1 x High Visibility Overall EN ISO 20471 Class 3
- 1 x High Visibility Waterproof Suit EN ISO 20471 Class 3
- 1 x Kit Bag
- 1 x Knee Pads
- 1 x Micro Fleece
- 1 x Safety Wellingtons
- 1 x Winter Hat

50. Volunteer

- (Upon instruction from Division: H&S Based)
- 1 x Baseball Cap (Cadet Leaders Only)
- 1 x Belt
- 1 x High Visibility Jacket EN ISO 20471 Class 3
- 1 x Micro Fleece
- 1 x Operational Top
- 1 x Operational Trousers
- 1 x Rank Sliders (pair)
- 1 x Safety Boots

