



**NSW Police Force**

# **New South Wales Police Force**

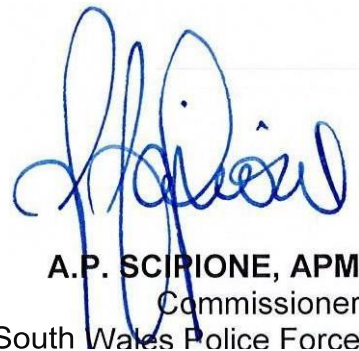
## **Dress Policy**

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Office of the Commissioner  
Sydney NSW 2000

February 2016

Authorised and issued by my command.



**A.P. SCIPIONE, APM**  
Commissioner  
New South Wales Police Force

## **AMENDMENT CERTIFICATE**

| Date           | Version | Description  | Author                 |
|----------------|---------|--|------------------------|
| 19 May 2008    | 1       | First Draft  | Protocol & Awards Unit |
| 14 July 2008   | 1.1     | Edit   | Protocol & Awards Unit |
| February 2013  | 2       | Complete rewrite   | Protocol & Awards Unit |
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| September 2016 | 4.1     | Authorised Embellishments Specifications   | Protocol & Awards Unit |
| December 2016  | 4.2     | Corporate & Charity Sponsorships   | Protocol & Awards Unit |
| March 2017     | 4.3     | Inclusion of T&HWP cyclist use of LBV Police Shirt   | Protocol & Awards Unit |
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| August 2018    | 4.6     | Update of HWP cyclist uniform  | Protocol & Awards Unit |
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| February 2020  | 4.8     | Update of Appearance – Beards & Moustaches   | Protocol & Awards Unit |
| January 2021   | 4.9     | Addition of the NSW Premier's Bushfire Emergency Citation  | Protocol & Awards Unit |
| February 2021  | 5.0     | Amendment to Police Act with reference to Sections 37 & 67   | Protocol & Awards Unit |
| March 2021     | 5.1     | Amendment to 'Badge-Remembrance Day'   | Protocol & Awards Unit |
| June 2021      | 5.2     | Addition of Commissioner's Emergency Citation  | Protocol & Awards Unit |
| June 2023      | 5.3     | Update to uniform descriptions   | Protocol & Awards Unit |
| August 2023    | 5.4     | Amendment to Tracksuit and Utility Jacket (High Visibility)  | Protocol & Awards Unit |
| November 2023  | 5.5     | Amendment to dress order Approved Badges referencing   | Protocol & Awards Unit |

References: Protocol & Awards Unit

Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009  
Crown Employees (NSW Police Force Special Constables) (Police Band) Award  
Crown Employees (NSW Police Force Special Constables) (Security) Award  
Crown Employees (Police Officers – 2009) Award  
Customer Service Guidelines  
NSW Police Force Handbook  
Police Act 1990, No.47  
Police Regulation 2008  
Purchasing Supply Branch Uniform Related Policies & Procedures, 2002  
Historical police documentation and instructions

**Title:** NSW Police Force Dress Policy

**Subject:** Required standards of dress and bearing for members of the NSW Police Force

**Command responsible:** Protocol and Awards Unit, Office of the Commissioner

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**Caveat**

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## COMMISSIONER'S FOREWORD

Being well turned out is for most people a matter of personal pride. For a police officer it is more than that.

How we appear is a measure of our status, cohesion and discipline. It is symbolic of the authority we hold, of the respect we seek and of the attributes we can call upon to uphold the law.

Worn well, our uniform serves caution to troublemakers and encourages those in need of help. It is a sign to all that law, order and civility prevail.

But just as a uniform well worn can aid our cause, one poorly worn can detract from it. In a profession dedicated to upholding society's standards, we need to be mindful that the standards we ourselves keep will be closely watched. Needless to say, police officers who are untidy or unclean hint at an organisation that is lax in other ways. A carelessly worn uniform does not just look bad, it hurts our common cause.

The Dress Policy sets out the requirements for dress/uniform that I expect all members of the NSW Police Force to uphold. It is the product of thorough consultation and takes account of workplace safety requirements and cultural and religious affiliations.

I expect all staff to comply with the policy.

A handwritten signature in blue ink, appearing to read 'A P Scipione', is positioned above the printed name and title.

**A P Scipione APM**  
**Commissioner**  
**New South Wales Police Force**

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# PART 1

## Chapter 1

### About the Dress Policy

#### Policy Position

1.1 The NSW Police Force Dress Policy is the Commissioner's Directive to all NSW Police Force personnel including sworn, unsworn, temporary employees, volunteers, and contractors.

#### Policy Scope

1.2 The NSW Police Force Dress Policy covers all areas of uniform, embellishments, non-uniformed dress standards, grooming and appearance. All NSW Police Force personnel are expected to conform to this policy regardless of their rank, position, duty location or duty type.

#### Policy Purpose

- 1.3 The purpose of the NSW Police Force Dress Policy is to:
- give clear direction and guidance to Commanders, Supervisors and all other personnel in relation to the minimum standards expected by the Commissioner of Police;
  - to promote a workplace that is consistent with Anti-Discrimination and Work, Health and Safety legislation; and
  - to promote a professional corporate image to the community.

#### Application of the Dress Policy

1.4 This document is authorised and issued by command of the New South Wales Commissioner of Police and constitutes the *New South Wales Police Force Dress Policy* and the orders for dress, uniform, grooming and appearance standards for all personnel of the NSW Police Force.

1.5 This policy applies to all personnel of the NSW Police Force and is the authority for the wearing of items of dress and embellishments, and standards of appearance.

1.6 This document defines orders of dress worn by uniformed NSW Police including working dress, service dress, ceremonial dress, specialist and protective forms of dress. This document supersedes all other references to dress in any other NSW Police Force publication.

1.7 Any breach of this policy may result in managerial or disciplinary action.

## **Variations to the Dress Policy**

1.8 Variations to this Dress Policy and/or uniforms mentioned in this document are not to be made without prior written approval of the Commissioner of Police.

1.9 Any proposal to vary or introduce an item of dress or dress embellishments or to vary this Dress Policy is to be forwarded through the chain of command to Region Commanders (or equivalent), with supporting documentation, then to the Chairperson of the Uniform Board (UB) for consideration. The UB will consider as part of this process any identified cultural or religious requirements on a case-by-case basis. Region Commanders (or equivalent) are to endorse the submission with comments and recommendations.

1.10 Submissions are to detail the reasons for any change and must include a detailed justification. Where possible there is to be an indication of any costs or savings likely to result from the proposal and what the funding source will be if there will be costs incurred.

## **Layout of the Dress Policy Document**

1.11 This document explains most orders of dress – working, service, ceremonial, court, and mess. It provides the basic information on dress and grooming policy required by all personnel. This document is the Commissioner's official policy for wearing the NSW Police Force uniform and embellishments.

## **Document Policy**

1.12 All instructions in this policy are to be interpreted as positive instructions. That is, if an item of uniform and/or uniform combination is not specified, it is prohibited and not to be worn.

1.13 It is the responsibility of all NSW Police Force personnel to abide by the orders set out in this document.

1.14 All items of the NSW Police Force uniform are to be maintained in good order and repair, thereby presenting the highest possible standards of appearance.

1.15 Commanders, Managers and supervisors are to ensure that all sworn police, whether uniformed or plain clothes, maintain a full complement of working and service dress at their work location for operational and ceremonial purposes.

1.16 Commanders, Managers and supervisors are to ensure compliance with the contents of this document by all staff of the NSW Police Force.

## Definitions

1.17      **Corporate Clothing:** particular items of clothing that are not a complete clothing ensemble, either provided or approved for personnel to wear by the NSW Police Force and designed as identifiable to the NSW Police Force or particular sections of the NSW Police Force, that are not necessarily required to be worn.

1.18      **Sworn Personnel:** personnel employed by the NSW Police Force after taking the oath or making the affirmation of office as either a Police Officer or Special Constable.

1.19      **Uniform:** a complete clothing ensemble provided by the NSW Police Force for personnel, which they are required to wear for everyday work or in certain circumstances (eg. police uniforms, Special Constable uniforms, security uniforms, chaplain uniforms, FSG uniforms, etc).

1.20      **Unsworn Personnel:** administrative officers employed in accordance with the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009*.

1.21      **Volunteer:** a participant in the Volunteers in Policing Program or registered as an unpaid volunteer with the NSW Police Force.

**NB:** Unsworn personnel who are issued with a 'uniform' as defined in the definitions above are to comply with the dress and appearance standards as set out in this document.

## Chapter 2

### All Sworn and Uniformed Unsworn Personnel

#### Wearing of Uniform

##### Authority

2.1 The authority for sworn police officers of the NSW Police Force to wear a uniform when on duty is derived from Clause 58 of the NSW Police Regulation 2008.

2.2 Uniformed personnel of the NSW Police Force are to wear their uniform when on duty; however, Commanders may exempt personnel under their command from wearing a uniform as required.

2.3 Uniformed personnel are not to wear clothing, equipment or embellishments that have not been approved by the Commissioner of Police.

2.4 Uniformed personnel are not to wear clothing, equipment or embellishments that are not on correct issue to them or authorised for use in their location or for their duty type.

2.5 Uniformed personnel are not to wear items of uniform interstate or overseas without firstly obtaining written approval from the office of the Deputy Commissioner under which your Command or Business Unit is aligned, through their Commander.

2.6 Students enrolled in pre-employment education at the NSW Police Academy, are authorised to wear a uniform at the discretion of the Commander, Education and Training. Unless directed by the Commander, Education and Training, no item of the NSW Police Force uniform is to be worn outside the Academy grounds at any time.

##### Issuing of Uniforms

2.7 Commanders are to appoint a Uniform Issuing Officer who will be responsible for all uniform matters. Uniform Issuing Officers are NOT to order uniform items for personnel that hold no entitlement to the item eg: leather caps for NON-cyclists in Highway Patrol. Uniform Issuing Officers are to refer to the *Public Finance and Audit Act 1983* in relation to the requirement to exercise economy when endorsing uniform requisitions.

## **Dress Periods**

2.8 The Dress Orders contained within this document are for all seasons. There are no seasonal dress periods.

## **Lost or Stolen Uniform**

2.9 It is the responsibility of all personnel to ensure that all items of uniform and identification on issue to them are secured at all times. Uniforms are not left hanging in vehicles or lying around in locker or muster rooms. If any part of a uniform is lost or stolen it is to be reported immediately. The loss of police identification and/or badges, including cap badges, will be subject to a report to the Complaint Management Team for consideration and appropriate action. The replacement cost of police identification or badges including cap badges, is to be borne by the individual officer unless such loss can be shown, to the satisfaction of his/her commander, not to be the result of negligence on the part of the officer. Commanders are to investigate any reported loss of uniform.

## **Restrictions on Wearing Uniform**

### **Travelling to and from work – private vehicle**

2.10 Personnel are not to wear part uniform when travelling to and/or from a work location in a private vehicle. No item of clothing which could identify the wearer as a member of the NSW Police Force is to be visible to the public. This includes unmarked items such as cargo pants or trousers.

2.11 Personnel riding a motorcycle, or a bicycle are not to wear part uniform. This includes any unmarked items such as cargo pants, trousers and police shirts worn under civilian attire.

### **Travelling to and from work – public transport**

2.12 Personnel are not to wear part uniform when travelling to and/or from a work location if they are travelling on public transport. No item of clothing carried by the member, which could identify them as a member of the NSW Police Force is to be visible to the public. This includes unmarked items such as cargo pants or trousers.

### **Travelling to and from work – in uniform**

2.13 If personnel are required to travel to and/or from work in full uniform, they are to have prior written approval from their Commander and are to wear complete arms and appointments. Officers who store their firearms at their home or other location are to ensure they comply fully with current legislation and NSW Police Force policy in relation to the safe and secure storage of their firearm.

## **Part uniform whilst on duty**

2.14 Commanders and supervisors are to ensure that all personnel, including commissioned officers, who are required to leave the station or office environment during their shift, are either wearing full uniform, including their arms and appointments, or have fully changed into civilian clothing. Personnel are not to wear civilian clothing over the top of their uniform in an attempt to hide their police insignia whilst conducting short errands, etc.

## **Plain Clothes**

2.15 Commanders and supervisors are to ensure that police who are approved to wear plain clothes on duty present themselves in a manner befitting their duties.

2.16 NSW Police Force issue nameplates are to be worn at all times whilst inside police premises. For security reasons, sworn and unsworn personnel attending the NSW Police Academy are to wear their issue nameplate whilst on Academy grounds, including when wearing civilian/plain clothes after hours.

2.17 When in public, arms and appointments are not to be visible unless appropriate to the operational circumstances. Where arms and appointments are displayed appropriate police identification is to be clearly visible.

2.18 Non-Commissioned police officers performing plain clothes duties are to maintain a full complement of working and service uniform. Commissioned police officers are to maintain a full complement of service dress, including tunic and cloth cap. Uniform is to be worn by all sworn police on ceremonial occasions. A suit with medals is not to be worn in place of a ceremonial uniform.

## **Restricted Duties**

2.19 The requirement to wear a uniform, arms and appointments may be altered to suit authorised rehabilitation programs as instructed by a physician, Commander or Injury Management Advisor.

## **Retired Officers**

2.20 Retired officers of the NSW Police Force may wear police Mess Dress to appropriate official police functions. Retired members are to wear the retired insignia 'R' on the Mess Dress rank boards. Retired officers are to contact the State Protocol Officer, Protocol and Awards Unit, Office of the Commissioner for advice and approval to wear the Mess Dress to other functions.

2.21 The 'R' insignia is to be situated at the bottom of the board, below any rank insignia (Figure 1).



**Figure 1**

2.22 Former members of the NSW Police Force, both retired and resigned, are not permitted to wear any other order of uniform.

### **Policing Students - NSW Police Academy**

2.23 Students completing session two of the Constable Education Program are authorised to wear uniform whilst participating in training at the NSW Police Academy.

2.24 Students are not to wear any police uniform item off the Academy grounds however, exemptions may be granted by the Commander, Education and Training for participation in events where students are representing the Police Academy, such as ANZAC Day or National Police Remembrance Day. In these situations, students are to be under the direct supervision of sworn police and are not to wear arms and appointments.

2.25 Policing students are to comply with specific dress requirements as directed by the Principal, NSW Police Academy. Whilst in uniform they are to wear the light blue 'STUDENT' rank slides, the Police Student cap badge and a light blue capband, covering the chequered band, on the baseball cap and hat. Only NSW Police Force issued capbands are to be used. Capbands are to be secured to the baseball cap using 'bobbie pins' or similar. Students are to comply with all other requirements of this policy including grooming.

### **Uniform Alterations**

2.26 Country commanders may approve local alterations to uniforms up to \$20 and a maximum adjustment of 3cm. Costs are to be met locally. Alterations exceeding this are to be treated as a poorly fitting uniform item and should be returned to the supplier and replaced. Personnel are not to alter their uniform for use as private garments or for any other purpose. Personnel are not to interfere in any way with safety helmets.



2.27 Personnel are not to add unauthorised patches (such as unit patches or flags), badges or accoutrements or embellishments to their uniform. Unauthorised Sticker(s) or similar item(s) are not to be attached to any uniform, appointments and/or equipment.

### **Uniform Trials**

2.28 The trialling of alternate/new uniform items is only to be conducted with the approval of the UB and only for the duration of the trial as stated in the relative terms of reference. Once the trial is complete the trial item is not to be worn again until approved by the UB.

### **Uniforms, protective clothing and laundry allowances for unsworn personnel**

2.29 Unsworn personnel who are required or authorised by the Commissioner or their delegate to wear uniform, protective clothing or other specialised clothing in connection with the performance of official duties are entitled to an allowance in accordance with the Crown Employees (NSW Police Force Administrative Officers and Temporary Employees).

2.30 In accordance with award provisions and this policy any unsworn personnel issued with corporate clothing which has been approved by the Commissioner and listed in the corporate clothing register for unsworn personnel will be entitled to the above allowance.

## **Appearance**

### **General**

2.31 The following guidelines are applicable to all personnel who are authorised to wear a NSW Police Force issued uniform and on-duty sworn police authorised to wear plain clothes.

2.32 Personnel are to ensure that they are correctly dressed and well groomed at all times whilst on duty. A smart appearance engenders self-confidence and promotes a positive public image. Uniforms are to be in good repair, neat, clean and well pressed. Shoes are to be in a clean and polished state at all times and kept in a serviceable condition.

2.33 Police performing full time undercover or surveillance duties may be exempted from these appearance guidelines by their Commander in circumstances deemed appropriate, however, if the officer is undertaking uniform duties, such as a user-pays shift, the officer is to adhere to the normal NSW Police Force standards for dress and appearance, including hair and shaving, as set out in this document.

### **Beards and Moustaches**

2.34 Notwithstanding anything else in the Policy, A Commander/Supervisor may require a male employee (whether sworn or unsworn) to attend each shift shaven where, for work health and safety reasons, it is necessary to ensure, so far as is reasonably practicable, the health and safety of that employee.

2.35 If a male officer intends to grow a beard or a moustache they are to do so whilst on leave or otherwise absent from duty.

2.36 Moustaches are to be neatly trimmed and are not to extend below the lower line of the top lip or the corners of the mouth. The whisker length is to be not less than 8mm, not greater than 20mm. Novelty styles, such as handlebar or pencil are not permitted.

2.37 Beards are to be full-faced and neatly trimmed with the whisker length not less than 8mm, not greater than 20mm and tapered to blend with the hairstyle. The beard is to be trimmed so that it meets the moustache at the corner of the mouth. The neck is to be clean shaven with the beard trimmed to follow the underside of the jaw line.

2.38 Other facial hair, such as goatees or extended sideburns, is not permitted at any time, whether in uniform or performing duties in plain clothes

## Badge/Ribbon/Pin – National Police Remembrance Day or Approved Commemorative Badge/Ribbon/Pin

2.39 During the week preceding National Police Remembrance Day, at the NSW Police Legacy Blue Ribbon Dinner, and on the day of a police funeral, officers may wear a Remembrance Day Ribbon or metal Remembrance Day Pin on their uniform or Mess Dress. The metal pin is the only charity badge to be worn in this manner due to its significance to the NSW Police Force. The ribbon or metal pin is not to be worn on any part of the uniform at any other time of the year.

The ribbon is to be positioned directly behind the nameplate and centrally aligned. The metal pin is to be worn 5mm above the nameplate or 5mm above the highest citation/qualification. The ribbon or pin is not worn on LBV/ILAV.

See images below for positioning of ribbon or pin.

2.40 Other approved commemorative badges/ribbons may be worn, as directed, on uniform or mess dress only upon written approval of the Commissioner. The badge/ribbon/pin is to be worn in the same manner described in paragraph 2.39.



## **Cosmetics**

2.41 Cosmetics are to be used conservatively. False eyelashes, heavy or brightly coloured eyeliner or eye shadow and excessive facial make-up are not permitted.

## **Deportment**

2.42 Chewing gum, slouching, sauntering, placing hands in pockets, smoking in direct view of the public, walking hand in hand and any similar unprofessional behaviour detracts from a disciplined appearance and is unacceptable for personnel in uniform. At all times, individuals wearing uniform are to be mindful that they are representing the NSW Police Force. Accordingly, officer's appearance, bearing and behaviour must be of the highest possible standard.

## **Fingernails**

2.43 Fingernails are to be kept clean and neatly trimmed at all times. Nails are not to extend beyond the tip of the finger/thumb. False or veneer fingernails are not permitted at any time whilst on duty.

2.44 Personnel may wear nail varnish which is colourless or natural (clear or opaque is permitted). No other colours are to be worn. The same varnish is to be applied to all nails on both hands. Nail polish that becomes worn or chipped is to be removed or replaced.

## **Hairstyles - General**

2.45 Whilst in uniform, personnel are to ensure their hair is neatly groomed at all times. Extreme hairstyles, including mohawks, step-cuts, radical, unnatural (eg: pink, purple, green, etc) or combination colours are not permitted.

2.46 Hairstyles must not interfere with the wearing of any form of service headdress or protective equipment.

## **Hair - Female Personnel**

2.47 Hair on the head is to be groomed so that it does not fall below the eyebrows.

2.48 No hair is to show forward on the forehead when a hat is worn.

2.49 Long hair is to be secured in a nest bun at the back of the head below the hat (see Figure 2) or arranged so that the hair is secured up under the hat. When worn, it should not be able to be grabbed easily and pulled.

2.50 Ponytails and free-swinging plaits are not permitted. If the hair is braided in plaits, it is to be secured to the head.

2.51 Shorter hairstyles are acceptable as long as the hair at the back of the head does not extend past the bottom edge of the shirt collar.

2.52 Hair accessories such as combs, clips, hairnets and 'scrunchies' may be used to secure the hair in a nest bun. They are to be dark blue or black in colour, except hairnets which are to be a similar colour to the hair. All of these items are to be of such a design so as not to present a risk to the officer's safety.

2.53 Subtle colouring of the hair is permitted; however, it is to be of a natural colour and not extreme. A combination of colours is not permitted.

### **Hair - Male Personnel**

2.54 Hair on the head of male personnel is to be:

- a. tapered at the back, sides and above the ears blending with the hairstyle (see Figure 2);
- b. worn short enough so that when the hair is groomed and headdress is removed, no hair touches the ears or collar or extends below the top of the eyebrows;
- c. cut and groomed so that the bulk of the hair on top of the head is not greater than 50mm with the bulk decreasing gradually from the top and blending with the taper trimmed sides and back. There is to be no visible line or cut at the point where the bulk of the hair is blended with the sides and back. (Bulk is defined as the distance that the mass of hair protrudes from the scalp when groomed as distinct from the length of hair);
- d. styled in a manner which does not interfere with the wearing of any police headdress or protective equipment; and
- e. the neck, below and to the sides of the taper, is to be kept shaved.

2.55 A clean-shaven head and single length crew-cut styles are permitted.

2.56 Sideburns are:

- a. not to extend lower than the centre of the ear canal;
- b. to be squared-off in a horizontal line at the bottom edge;
- c. to be evenly taper trimmed to blend with the hairstyle;
- d. to be an even width, not greater than 4cm; and
- e. not to extend onto the cheek area or be shaped to do so.



**Figure 2**

### **Ironing of Uniform**

2.57 All uniforms are to be ironed free of wrinkles prior to the commencement of each shift. Pleats at the rear of the shirt are to be ironed flat.

2.58 Sleeves are to be ironed with a single crease running down the sleeve from the epaulette/rank slide centrally through the patch to the cuff. It is not a requirement to have a crease through the patch (see Figure 3).



**Figure 3**

2.59 Service dress trousers are to be ironed or dry-cleaned with a single crease centrally in the front and rear of each leg. Working dress ie: cargo pants/shorts and overalls are to be ironed; however, they are not required to have creases.

### **Jewellery, Watches and Body Piercing**

2.60 The NSW Police Force does not accept responsibility for the loss of, or damage to, jewellery worn on duty. Commanders, however, may consider compensation for damage to watches, spectacles or other items which are used in the course of duty.

2.61 Whilst in uniform, engagement, wedding and eternity rings may be worn. Engagement, wedding and/or eternity rings are to be worn together on the same finger. One other single, conservative ring is also permitted. Where there is a risk of injury, rings should be removed or taped.

2.62 Medical alert bracelets/necklaces may be worn by entitled officers provided they do not interfere with protective equipment or the officer's safety. These bracelets/necklaces are to be approved by the Police Medical Officer (PMO) and worn on the opposite arm to the watch.

2.63 No other visible trinkets, jewellery or body piercing are to be worn. This includes the practice of placing a clear or skin coloured substitute such as fishing wire in the place of a piercing. Body piercing worn under clothing is strongly discouraged. If worn, consideration should be given to taping prior to commencement of a shift so as to prevent injury. Tongue piercing and/or the placement or affixing of ornaments on the enamel of teeth or nails is not permitted under any circumstances.

2.64 Earrings or studs of any kind are not permitted when in uniform.

2.65 Wrist watches may be worn. Watches and bands are to be of a conservative design and colour.

2.66 No other form of visible adornment is permitted.

### **Personal Hygiene**

2.67 It is the responsibility of each individual to maintain a high standard of personal hygiene. All personnel are to present for duty in a clean, hygienic manner and all effort is to be made to maintain hygiene throughout the shift.

### **Shaving**

2.68 All male personnel are to be clean-shaven at the commencement of the shift unless wearing a conforming beard or moustache as detailed in this document. Officers performing covert duties are to obtain written permission from their Commander seeking exemption from shaving.

### **Shirt Alignment**

2.69 Shirts and jackets are to be worn with the button or zipper line positioned centrally in front of the body. All buttons are to be secured except for the top button when not wearing a tie. Belt buckles are to be positioned in line with the buttons of the shirt or centrally in front of the body.

### **Tattoos and Skin Modifications (Body Art)**

2.70 The NSW Police Force Body Art and Modification Policy is to be referred to and complied with

2.71 When wearing dress order 2D or 2E, any officer with body art or modification that extends beyond the lower hem of the sleeve of a short sleeve shirt or blouse, must wear a long sleeve shirt, with the sleeves down and cuffs buttoned.

2.72 Officers may be required to comply with the directions in paragraph 2.71 regardless of the dress order being worn, when directed by their Commander or other lawful direction.

### **Wigs**

2.73 Wigs and hair pieces are not to be worn, except for medical reasons or when used to cover baldness or disfigurements.

2.74 When a wig or hair piece is worn, it is to conform to the standard criteria for hairstyles and is not to interfere with safety equipment or compromise the officers' safety.



## Items of Dress

### General

2.75 All items of uniform are to be kept in a clean and serviceable condition. If a uniform item becomes damaged or unserviceable it is to be withdrawn from service and replaced.

### Aiguillettes

2.76 The wearing of aiguillettes is restricted to certain positions within the NSW Police Force. Aiguillettes may be worn on certain ceremonial occasions by officers employed in the following duties:

- a. Commissioner of Police,
- b. Aides-de-camp (ADC) to Regal, and Vice Regal personages,
- c. Aides-de-camp (ADC) to the Commissioner of Police,
- d. Commander, Protocol and Awards Unit,
- e. Commander, Mounted Unit,
- f. Director of Music, NSW Police Band, and
- g. VIP cyclists (when performing escort duties).

2.77 When worn, the aiguillette is to be attached to the right shoulder of the tunic, jacket or shirt, underneath the hardboard or epaulette, approximately 20mm from the shoulder seam (see Figure 4), unless performing an ADC role to the Commissioner of Police when it is worn on the left shoulder. When wearing a tunic, the loop of the aiguillette from which the tags are suspended is to be fastened to a hook or button sewn under the lapel of the tunic so that no part of the aiguillette is obscured and the tags fall in line with the inner seam of the appropriate breast pocket. When worn on a shirt the loop is to be attached or adjacent to the second button from the collar.

2.78 The position of the aiguillette and tags on the female officer uniform is to be on the same alignment as for male officer uniform.



**Figure 4**

**Antron/Cloth Caps and Female Hats**

2.79 See Headdress.

**Appointments Belts, Holsters and Carriers**

2.80 When wearing an approved appointments belt, police are to wear an inner belt. Keepers are to be worn to secure the appointments belt to the inner belt. Appointments belts are not to be modified in any way.

2.81 Sworn officers are to ensure that their appointments belts, holster and carriers are clean and not frayed, decayed, discoloured or ripped. All fastenings are to be functional.

2.82 Only NSW Police Force issued appointments belts, holster and carriers are to be worn. Under no circumstance is any headdress, notebook or other item to be hung from the appointments belt, holster or carriers.

2.83 NSW Police Force issued plain clothes holsters may only be worn by sworn personnel entitled to wear them. Sworn personnel are to receive training by an authorised weapons instructor in the characteristics particular to the holster prior to it being worn.

**Baseball Caps**

2.84 See Headdress.

**Beanies**

2.85 See Headdress.

**Boonie Hat**

2.86 See Headdress

**Brassards**

2.87 Coloured brassards are approved for use during tactical deployments by the Public Order Riot Squad (PORS), Operational Support Group (OSG) and Mounted Police personnel to enable the ready identification of specific personnel. Approved brassards are:

|               |   |
|---------------|---|
| PORS/OSG:     | Green - Senior Tactical Commander<br>Red - Tactical Commander/Section Commander<br>Light Blue - Team Leader |
| Mounted Unit: | Red - Commander<br>Light Blue - Supervisor  |

**Briefcases, Sports Bags, Backpacks and Hydration Packs**

2.88 Briefcases may be carried when in uniform. The briefcase is to be either black or brown in colour.

2.89 NSW Police Force issued hydration packs are only to be worn by authorised specialists in appropriate circumstances. They are not to be worn with service dress.

2.90 Sports bags and backpacks may be carried by hand when in uniform. They are to be carried in the non-weapon hand and are not to be slung over one shoulder. Police engaged in specialist operations may also wear a backpack in the performance of their duty as directed by their Commander. When worn it is to be worn completely on the back and not slung over one shoulder.

**Broad-Brimmed Hats**

2.91 See Headdress.

**Cap and Hat Badges**

2.92 See Headdress.

**Communication Equipment**

2.93 Mobile phones may be carried by uniformed personnel in all Dress Orders. Mobile phones and carriers are not to be attached to the appointments belt. When wearing ceremonial uniform or Mess Dress the device is not to be visible or worn externally on the uniform and is to be placed in 'silent/vibrate' mode or turned off. Portable radios may be carried in all Dress Orders except ceremonial and Mess Dress.

**Culottes**

2.94 Culottes are only to be worn by female personnel and are only to be worn with shoes, not boots. Only hosiery of the shade 'Nearly Black' is to be worn with the shoes when wearing culottes.

**Drill Shirts**

2.95 Drill shirts are only to be worn as working dress uniform by officers engaged in duty where dirty or adverse conditions are expected. The wearing of this item of dress is to be approved by the officer's Commander.

2.96 Long sleeve drill shirts must only be worn with the sleeves down and buttoned at the wrist. The sleeves are not to be rolled up at all – wear a short sleeve drill shirt. Only the nameplate is to be worn on the shirt. Ribbon bars and other authorised embellishments are not to be worn on the drill shirt.

## Footwear

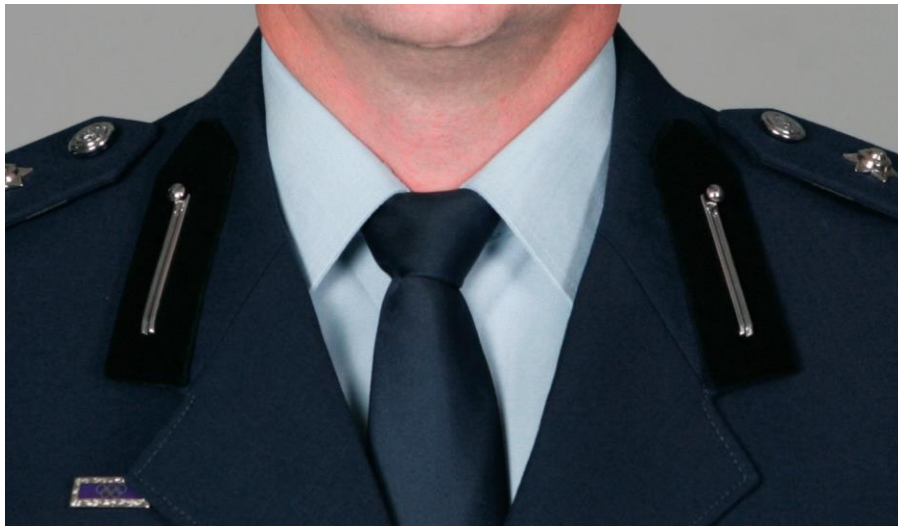
2.97 Only NSW Police Force issued footwear or footwear approved to be specially purchased through Commands is to be worn with uniforms.

2.98 Footwear worn must comply with that stated in the particular dress order being worn.

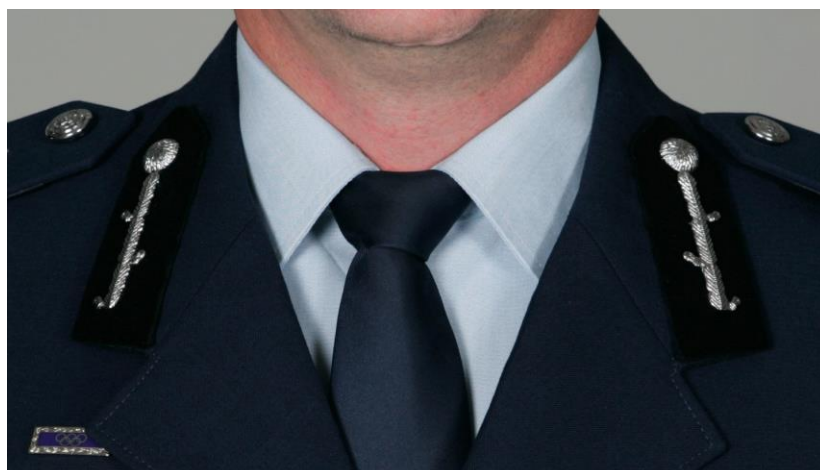
2.99 Footwear is to be kept clean at all times. Boots and Shoes are to be polished regularly. Footwear worn to court or on ceremonial occasions is to be highly polished.

## Gorgets

2.100 Gorgets are worn on the lapels of the commissioned officer's tunic. Four variations are approved and worn by officers as set out below. Note the position of the metal balls on the Inspector and Chaplains style and the acorns on the Superintendent style. Also note the central positioning of the metal parts of the gorgets on the black cloth patch.



**Figure 5 - Inspector and Chief Inspector  
(NB: metal ball at the top)**



**Figure 6 - Superintendent and Chief Superintendent  
(NB: 2 acorns pointing out, 1 acorn pointing in)**



**Figure 7 - Assistant Commissioner to Commissioner**



**Figure 8 - Chaplain**

### **Gloves**

2.101 Commissioned officers are to wear ceremonial black leather gloves as directed. Black gloves are not to be worn with Mess Dress.

2.102 Protocol Officers are to wear white cotton gloves as directed in Dress Orders when performing protocol duties.

2.103 Search/needle stick gloves are to be carried by all operational police and worn as required. These are to be carried in a pocket. They are NOT to be inserted in the baton or torch ring.

### **Handbags and Clutch Bags**

2.104 Handbags and clutch bags are not to be carried whilst in uniform at any time.

## **Headdress**

### **General**

2.105 Headdress is to be worn with uniform at all times, except:

- a. in the station or office environment;
- b. whilst travelling in a vehicle;
- c. when attending an indoor church service (depending on religion) except when as a member of a bearer or flag party or other ceremonial duty;
- d. within a mess or registered club;
- e. when parading at Government House for an investiture ceremony as either a recipient or guest;
- f. within a courtroom;
- g. whilst wearing Mess Dress (unless performing Banner Party duties), or
- h. when directed.

2.106 Under no circumstance is any headdress to be hung from the appointments belt, trouser belt loops or pockets.

### **Antron/Cloth Caps and Female Hats**

2.107 Antron/cloth caps and the female hat are to be worn as indicated in Dress Orders.

2.108 The chequered band is to be kept clean at all times. When out of shape or faded, the cap or hat is to be withdrawn from service and replaced. The patent leather peak and chin strap are to be maintained free of dust and marks. Caps and hats are not to be modified from their original form. The practice of 'reshaping' the cap by pinning the sides down or other deformation is not permitted.

2.109 All headdress is to be worn in the correct manner so as the chequered band is straight and parallel to the ground.

2.110 Upon appointment to certain ranks, police are entitled to wear specific embellishments on their service headdress, those being the silver bullion chin strap and silver bullion braid on the leather peak.

2.111 These embellishments are to be worn only by officers holding that substantive rank or under Section 67 appointments and only for the period of that appointment.

2.112 The cap embellishments are worn as per the following photographs:





**Figure 9** - Sergeant/Senior Sergeant cap showing silver bullion chin strap



**Figure 10** - Inspectors to Chief Superintendent and Chaplains cap showing silver bullion chin strap and a single row of silver bullion braid on the leather peak



**Figure 11** - Assistant Commissioner and Deputy Commissioner cap showing silver bullion chin strap and a single row of silver bullion oak leaves on the leather peak.



**Figure 12** - Commissioner's cap showing silver bullion chin strap and two rows of silver bullion oak leaves on the leather peak.

### Baseball Caps

2.113 Baseball caps are only to be worn with working dress or overalls. Baseball caps are not to be worn to court or with service dress under any circumstances. Older style baseball caps, eg: those without a blue and white chequered band are not to be worn at any time. Baseball caps are not to be hung from the appointments belt, trouser belt loops or pockets.

2.114 The chequered band is to be kept clean at all times. When the baseball cap becomes frayed, faded or soiled it is to be withdrawn from service and replaced.

### Beanies

2.115 The NSW Police Force issued cold weather beanie is only to be worn in designated/defined cold weather climate areas and when appropriate in accordance with local SOPs. When beanies become faded or soiled, they are to be withdrawn from service and replaced.

### Boonie Hat

2.116 The NSW Police Force boonie hat is a wide brimmed hat, navy or multicam in colour with the NSW Police Insignia embroidered on the front, in either full colour or subdued. It can be worn in accordance with Dress Orders.

### Broad-Brimmed Hats

2.117 The broad-brimmed hat is only to be worn during daylight hours. Broad-brimmed hats may be worn with most Dress Orders but not on ceremonial occasions or in Mess Dress. The shape and construction of the hat is not to be modified in any way. If the chin strap is not worn around the chin it is to be stowed inside the hat out of view. The strap is not worn on the back of the neck. When the hat becomes faded, soiled or out of shape it is to be withdrawn from service and replaced.



## Cap and Hat Badges

2.118 The NSW Police Force or the Special Constable cap badge is to be worn on the following forms of headdress:

- a. Male and female antron and cloth cap,
- b. Female hat,
- c. Leather cap,
- d. Broad-brimmed hat,
- e. Mounted Police riding helmet (decal only),
- f. Mounted Police and Police Band Pith helmet, and
- g. Turban.

2.119 The badge is to be secured so that it sits firmly on the headdress. Officers are to ensure that the badge is kept clean and maintained in good condition. If the badge becomes damaged or unserviceable it is to be withdrawn from service and replaced. This is done via a report through the chain of command to the officer's Commander. When approved it is a one-for-one swap with the new badge. The officer is not to retain the old badge.

2.120 Officers are to only wear the approved cap/hat badges issued by the NSW Police Force. The design is protected and privately purchased replicas are not permitted.

2.121 Both the old and new style cap/hat badges are currently on issue. The old style is inscribed with the words "New South Wales Police" the new style with the words "New South Wales Police Force". Both styles are acceptable and may be worn.

## Hijab

2.122 The hijab may be worn by female members of the Muslim religion. They are to be junior navy in colour. When on duty, the hijab is worn under the usual Police headdress (ie. Female Antron/Cloth cap or female hat, Police baseball cap etc.). The shoulder section of the hijab is to be tucked under the police shirt.

## Leather Caps

2.123 Leather caps are only to be worn by current operational Highway Patrol motorcyclists, Mounted Police officers and currently accredited rescue operators attached to the RBDU or decentralised Police Rescue Squad. No other police are to wear the leather cap at any time.

2.124 Highway Patrol motorcyclists are only to wear the leather cap when performing duties in Dress Order 10B – Service Dress – HWP/VIP Motorcyclist.

2.125 Mounted Police are only to wear the leather cap when performing duties in Dress Order 11B – Ceremonial Dress – Mounted Police

2.126 Rescue Operators are only to wear the leather cap when performing duties in Dress Order 6A – Working Dress – Rescue.

### **Turbans**

2.127 Turbans may be worn by members of the Sikh religion. They are to be junior navy in colour. When on duty, the turban is to be worn with the NSW Police Force cap badge or Special Constable cap badge as required.

### **United Nations Blue Beret**

2.128 Former members of United Nations (UN) deployments, who are now members of the NSW Police Force, when attending an approved UN commemorative ceremony or parade, may wear the UN blue beret in place of their antron cap/female hat. The UN blue beret is NOT to be worn with working dress. The UN blue beret is not provided by the NSW Police Force.

2.129 The UN beret is to be worn with the band level on the forehead and level from front to rear on the left side. The lower edge of the band is to be 2-3cm above and parallel to the eyebrows. The crown of the beret is to be pulled down to the right and the UN badge is to be positioned vertically over the left eye. The beret is not to be tucked under the shirt epaulette, secured through a belt loop or pushed into pockets.

2.130 The ribbon within the band is finished in a small, neat bow at the rear of the beret. The bow is to be sewn to the band.

### **Hijab**

2.131 See Headdress.

### **Identification Documents and Lanyards**

2.132 Several NSW Police Force premises require personnel to wear identification documents (ID) as a requirement of entry. If personnel wear ID, it is to be suspended from a lanyard, retractable clip or other device or attached to the uniform by way of clip or pin. Only lanyards produced by the current uniform supplier are to be worn.

2.133 During certain operations and special events, Commanders may authorise personnel to wear lanyards which have been created specifically for that event.

2.134 When attending ceremonial events, the ID lanyard is not to be worn.

## Jackets, Jumpers and Sleeveless Vests

2.135 Leather jackets are to be maintained in a clean condition. A nameplate and leather rank slides are to be affixed. Ribbon bars, medals and authorised embellishments may be worn on the leather jacket, as directed in Dress Orders. When worn the jacket is to be zipped closed and the side flaps must be secured around the appointment cutaways. The zipper is to be in line with the breast pocket buttons. The jacket is not to be worn unzipped at anytime. The jacket may be worn with all forms of dress, except Mess Dress. When worn with a Load Bearing Vest it is to be worn under the vest.

2.136 Utility Jacket (polar fleece or softshell) is not to be worn to court or on ceremonial occasions. A nameplate and soft rank slides are to be affixed. An authorised badge may be worn as directed in paragraph 2.203. Ribbon bars or medals and authorised embellishments are not to be worn. The side flaps are to be secured around the appointment cutaways and the front zipped up level with the bottom of the nameplate window. The jacket is not to be worn unzipped at anytime. When worn with an LBV/ILAV, the LBV/ILAV is worn over the jacket.

2.137 Utility Jacket (High Visibility) is worn by accredited bicycle operators (when performing bicycle duties in approved uniform) and Police Transport Command personnel. They are not to be worn at any other time for any other duty. They are not to be worn when performing traffic/point duty unless an approved reflective vest is worn over the jacket. A nameplate and soft ranks slides are to be affixed. An authorised badge may be worn as directed in paragraph 2.207. Ribbon bars, medals and authorised embellishments are not to be worn. The side flaps are to be secured around the appointment cutaways and the front zipped up level with the bottom of the nameplate window. The jacket is not to be worn unzipped at any time. When worn with an LBV/ILAV, the LBV/ILAV is worn over the jacket.

2.138 Jumpers and sleeveless vests may only be worn within a police premises, or when outdoors only as an undergarment to a jacket or load bearing vest. When the jumper is worn, the sleeves are to be worn fully down, not pushed up to the elbow. A nameplate and soft rank slides are to be affixed. A nameplate and soft ranks slides are to be affixed. An authorised badge may be worn as directed in paragraph 2.207. Ribbon bars, medals and authorised embellishments are not to be worn.

**2.139 Plain Clothes Identification Jacket** is worn by police officers performing plainclothes duties. The jacket can be worn inside or outside of police premises, in a controlled policing environment (eg. worn whilst being interviewed by media at a crime scene). The jacket does not replace the wearing of a High Visibility vest. **The jacket cannot be worn during search warrant operations and cannot be worn by uniform police officers.**

## Jodhpurs and Approved Motorcycle Pants

2.140 Operational Highway Patrol motorcyclists are to wear approved motorcycle pants and Mounted Police are to wear jodhpurs as their daily working dress.

2.141 Highway Patrol motorcyclists are to wear the approved motorcycle pants as their normal working dress unless directed otherwise by their Commander or supervisor. When wearing the motorcycle pants, officers are to wear approved motorcycle boots and the NSWPF leather or baseball cap. The motorcycle pants are not to be tucked into the boots and bloused. When wearing breeches, officers may wear a tie and leather cap when worn as Dress Order 10B.

2.142 If riding a police motorcycle to court, or participating in escort duties, Highway Patrol motorcyclists are to wear the approved motorcycle pants (or white for ceremonial duties jodhpurs and leggings). If travelling to court in a police vehicle, they are to wear Dress Order 2D or 2F. When wearing white jodhpurs officers are NOT to wear motorcycle boots. Leggings are to be worn at all times when jodhpurs are worn.

2.143 Mounted Police, when attending court are to wear Dress Order 2D or 2F. On Ceremonial Occasions, Mounted Police are to wear Dress Order 11B.

### **Lanyard - Protocol**

2.144 Police Officers who are accredited as Field Protocol Officers are to wear the blue protocol lanyard when performing protocol duties and only when wearing Dress Orders 2B, 2C, 2D, 2E, 2H or 2I).

2.145 The lanyard is to be worn on the right shoulder. The lanyard is to be attached under the epaulette for male and female officers. For male officers, the small loop is to be attached to the inside of the pocket of the tunic or shirt. For female officer, the lanyard is to be attached behind the nameplate. The lanyard is not to be worn with the leather jacket, utility jacket, jumper, sleeveless vest or overalls. The lanyard is not to be worn when wearing working dress.

### **Leather Caps**

2.146 See Headdress.

### **Load Bearing Vest (LBV) and Integrated Light Armour Vest (ILAV)**

2.147 The LBV/ILAV may be worn with working dress, service dress, bicycle uniform or overalls (or two-piece equivalent). The LBV/ILAV is not to be worn on any ceremonial occasion, including funerals. The LBV/ILAV may be worn to court (Dress Order 2D or 2F), a tie must be worn.

2.148 The LBV/ILAV is to be secured to the appointments belt using the straps provided. When worn with a jacket, jumper or sleeveless vest, the LBV/ILAV is to be worn over the top.

2.149 Only the 'poncho-style' reflective vest, NOT the bicycle (zip front) reflective vest, is to be worn when required and they are worn over the top of the LBV/ILAV.

2.150 A nameplate, soft fabric rank slide and the NSW Police Force insignia are the only authorised embellishments that are to be worn on the LBV/ILAV. Ribbon bars, medals, flags, badges and other embellishments are not to be worn on the LBV/ILAV at any time.

2.151 The LBV/ILAV does not alter the type of headdress worn. Refer to the Dress Orders in Chapter 6 of this document.

### **Maternity Uniform**

2.152 Maternity uniform items are only to be worn by pregnant sworn NSW Police Force members. When pregnant sworn officers are no longer performing operational (front line) duties they are to cease wearing the operational uniform ie: they are not to wear cargo pants, baseball caps, etc.

### **Medals, Ribbon Bars, Citations, Decorations and Orders**

2.153 See Authorised Embellishments.

### **Overalls (or Two-Piece Equivalent)**

2.154 Overalls (or an approved two-piece equivalent) are worn by personnel in designated specialist commands or appointments.

2.155 Overalls (or an approved two-piece equivalent) may be worn as working dress by officers engaged in duty where dirty or adverse conditions are expected. The wearing of this item of dress is to be approved by the officer's Commander.

2.156 Overalls may be worn with the sleeves down or rolled up unless directed in a Dress Order. If rolled up, the sleeve roll must be above the elbow and is to be approx 70mm in width. Only black GP style boots are to be worn with overalls with the bottom of the trouser legs bloused over the top of the boots.

2.157 Only nameplates/nametags are to be worn. Medals, ribbon bars, decorations, orders, citations and other badges or embellishments are not to be worn.

2.158 Overalls are to be kept clean and in good repair. Once the overalls become unserviceable they are to be withdrawn from service and replaced.

2.159 A t-shirt may be worn under the overalls when required. The t-shirt is to be navy or black in colour.

### **Recreational Audio and Video Equipment**

2.160 Recreational audio and video equipment, such as iPods etc, are not to be worn or used whilst on duty.

## **Reflective Vests**

2.161 The reflective vest is to be worn as per current NSW Police Force policy and guidelines, especially when conducting traffic duties. The vest is to be securely worn. The vest is not to be 'tucked-in' to the belt or trousers. Rank slides are not to be placed over the top of the vest.

2.162 Only NSW Police Force issued reflective vests with the approved police markings are to be used. This vest is only to be worn by sworn NSW Police Force officers.

2.163 When the LBV/ILAV is worn, only the 'poncho-style' reflective vest is worn over the top of the LBV/ILAV.

## **Sam Browne Belt**

2.164 The Sam Browne belt is a black leather belt of basket-weave construction, with a metal buckle and detachable shoulder strap. The belt is not to be worn when wearing the leather jacket.

2.165 The wearing of the Sam Browne belt and shoulder strap is restricted to the following appointments and worn during ceremonial events only:

- a. Police of the rank of Sergeant or above attached to the Protocol and Awards Unit;
- b. The Parade Commander of an Attestation Parade at the NSW Police Academy;
- c. VIP cyclists; and
- d. The Coordinator, Ceremonial and Drill at the NSW Police Academy.

2.166 The Sam Browne belt is worn on the waist, with the shoulder strap passing over the right shoulder, under the epaulette. The short section of the shoulder strap is worn to the front, the long section to the rear. Chrome belt hooks are used when the Sam Browne belt is worn with a tunic. When worn without the tunic the belt is to be secured to the inner belt using black keepers.

2.167 Sword accessories are not to be worn on the belt, if a sword is not being worn.

## **Shirts and Blouses**

2.168 Short and long-sleeved shirts and blouses may be worn throughout the year. They are to be ironed free of wrinkles except for a single crease on each sleeve which is to conform to the standard detailed in paragraph 2.58. If the long sleeve shirt or blouse is worn the sleeves are to be buttoned at the wrist and not rolled up. When worn without a tie all buttons on the front of the shirt or blouse are to be fastened except for the top button which is left open. When worn with a tie all the buttons are to be fastened.

2.169 Female police may wear the male shirt in lieu of the female blouse unless directed otherwise.

2.170 The Load Bearing Vest (LBV) shirt, designed specifically to be worn under the LBV/ILAV, must only be worn under the LBV/ILAV. It cannot be worn as an item of uniform without the LBV/ILAV. It is accepted that police officers may remove the LBV/ILAV for short periods, whilst inside a police premises. (Exception - Traffic & Highway Patrol cyclist, may wear the LBV/ILAV shirt under their cycle jacket. If the cycle jacket is removed, the cyclist must place their reflective vest over the LBV/ILAV shirt.)

2.171 T-shirts or singlets may be worn under the shirt/blouse; however, they are not to be visible at any time. Only the personal protective vest is authorised to be visible.

### **Shorts – Cargo and Bicycle**

2.172 Cargo shorts may be worn throughout the year (Dress Order 1B). They are not to be worn to court or on any ceremonial occasion.

2.173 When wearing cargo shorts, the only headdress to be worn is the current NSW Police Force issue baseball cap or a broad-brimmed hat.

2.174 When wearing cargo shorts, the approved 6-inch boots and 6-inch black boot socks are to be worn.

2.175 Jackets, jumpers or sleeveless vest are not to be worn. Should it be necessary to wear one of the items, then the officer is to wear cargo pants (Dress Order 1A), excluding Marine Area Command personnel.

2.176 NSW Police Force issued bicycle shorts may be worn throughout the year by accredited bicycle operators only when performing bicycle duties. They must comply with Dress Order 9. They are not to be worn to court or to any ceremonial occasion.

2.177 Arms and appointments are to be worn at all times whilst wearing cargo or bicycle shorts including during training days.

### **Silver Buttons**

2.178 Silver buttons (small size) are to be worn on all male 'blue marle' shirts, tunic pockets, leather jacket rank hardboards and antron/cloth/leather caps. The larger size silver buttons are worn on the front of the tunic and as jigger buttons on the Mess Dress jacket. When placing the buttons on the uniform, officers are to ensure that the crown is positioned upright.

2.179 The two plastic pocket buttons that come with some new shirts are to be removed and never worn.

2.180 Silver buttons are not to be added to leather jacket soft leather rank slides, the female hat or the broad-brimmed hat.

## **Spectacles and Sunglasses**

2.181 Prescribed spectacles are to be of conservative appearance.

2.182 Sunglasses may be worn whilst in uniform except on ceremonial occasions or as directed. Sunglasses are to be of a conservative appearance, black or dark frames with non-reflective lenses. White or brightly coloured frames are not to be worn by males or females.

2.183 Sunglasses are not to be hung from any part of the uniform or rested on the top of the cap or head at any time.

## **Thigh Holsters**

2.184 The thigh holster is worn in accordance with Dress Orders. The thigh holster is not to be worn with plain clothes or Mess Dress. When wet weather clothing is worn, the thigh holster is to be worn on the outside of the rain trousers. No modifications are to be made to the thigh holster; this includes attaching items to any part of it.

## **Ties and Tie Pins**

2.185 Commissioned officers are to always wear a tie whilst wearing service dress.

2.186 Ties are to be worn in accordance with this Policy and Dress Orders, such as attending court or ceremonial occasions.

2.187 Female officers may wear the male tie but only whilst wearing the male shirt. The female tie is only to be worn with the female blouse. Females are to wear the female blouse and female tie as directed in Dress Orders.

2.188 Only tie pins or tie clips depicting the NSW Police Force insignia are to be worn. The tie pin or clip is to be positioned so that it sits centrally on the tie and in line with the silver pocket buttons. Tie pins or clips is NOT to be worn as directed in Dress Orders.

## **Tracksuits**

2.189 Tracksuits may be worn as working dress by Youth Command personnel and accredited Physical Training Instructors, where activities preclude the wearing of normal Dress Orders. The wearing of this item of dress is to be approved by the officer's Commander. Approved t-shirt, shorts and footwear are worn in conjunction the tracksuit.

## **Trousers, Slacks and Cargo Pants**

2.190 Cargo pants (Dress Order 1A) may be worn by non-commissioned, police officers who are attached to an operational LAC, including CMU staff, if they are fully operational and NOT on restricted duties. Cargo pants may also be worn by non-PAC/PD based police when performing 'front line' type duties (eg: user pays).



2.191 When worn, the cargo pants are to be bloused at the bottom and pulled down over the top of the GP boots concealing the socks and the top of the boot, ensuring the boot laces are also concealed. The pockets are to be fastened. They are to be ironed flat. There is no requirement for a crease on the front or rear of the trouser leg.

2.192 All police who wear cargo pants are to always wear their arms and appointments whilst on duty including during training days unless excused by their Commander for specific duties eg: charge room duties.

2.193 Cargo pants are not to be worn by any sworn officer who is on restricted duties including pregnant officers wearing a maternity blouse.

2.194 Cargo pants are not to be worn by any commissioned officer unless there is a specific operational need. Commissioned officers are to exercise judgement in deciding whether the circumstances justify the wearing of cargo pants, and they will be held accountable for that decision.

2.195 Cargo pants are not to be worn to court or to any ceremonial event including funerals.

2.196 Cargo pants are not to be worn by officers who are employed in office type duties outside of an operational LAC eg: Police Headquarters, Sydney Police Centre, unless they are performing 'front line' type duties for most of their shift.

2.197 Only the current NSW Police Force baseball cap, broad-brimmed hat or turban is to be worn when wearing cargo pants. Leather caps, antron cap/female hats or ties are NOT to be worn at any time with cargo pants.

2.198 Service dress trousers and slacks are to be worn by police who are on restricted duties and by all police when attending court, a ceremonial activity or when directed.

2.199 Service dress trousers and slacks are to be washed and ironed or dry cleaned with one vertical crease in each leg in the front and rear. They are to be hemmed at the bottom and hems are to cease 5mm above the top of the heel of the boot.

## **Turbans**

2.200 See Headdress.

## **Underclothing**

2.201 Undershirts, t-shirts and singlets may be worn with all Dress Orders, however; they are not to be visible around the neckline when the shirt collar is unbuttoned or at the end of the sleeves.

2.202 T-shirts and singlets may be worn under overalls, they are to be either navy (dark blue) or black

2.203 Thermal undergarments may be worn with all Dress Orders. Merino wool undergarments are available for alpine conditions. Cotton blend undergarments are available for officers performing station duties in alpine and officers in areas other than alpine locations.

2.204 The only underclothing authorised to be visible under the shirt is the NSW Police Force approved personal protective vest.

### **United Nations Blue Beret**

2.205 See Headdress.

## **Authorised Embellishments (See also Chapter 4)**

### **Australian Honours and Awards**

2.206 Australian Honours and Awards are worn centrally over the left breast pocket on shirts, tunics and leather jackets. Miniatures are worn on the Mess Dress jacket and on suit jackets at evening functions when required by the particular occasion. Miniatures are not worn during the day. The Order of Wearing of Honours and Awards is detailed in the Australian government website: [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au). Other badges, etc that do not come under the Australian Honours and Awards system are not to be worn, including the Infantry Combat Badge, Army Combat Badge, Submariner 'Dolphins', Defence Commendations, etc.

### **Badges**

2.207 The following are the ONLY authorised badges to be worn on the NSW Police Force uniform. They are not to be worn on the LBV/ILAV, overalls, drill shirt, bicycle shirt, Mess Dress or wet weather jacket. The badges are worn centrally on the right side (except the Aircrew Wings which are worn on the left side), 5mm above the nameplate or citations. If more than one is worn, they are placed as specified below. A maximum of 2 badges, which are most relevant to current duties, can be worn. The only NSW Police Force authorised badges are:

- a. **Water Police Anchor (WPA).** The WPA is only to be worn by personnel attached to Marine Area Command (MAC) and who have successfully completed the Coxswains (Small Boats) Course.

If the PSO Badge, AEN Badge or MHIT badge is worn, the WPA is to be positioned 5mm above one of these badges. The badge is to be removed once the officer is permanently transferred out of the MAC.

- b. **Aircrew Wings.** The Aircrew Wings (Pilot or Observer) are only to be worn by qualified personnel attached to the Police Air Wing. The wings may be worn on flying suits, leather jackets, shirts and tunics only. Wings are a left side embellishment and are to be worn 5mm above the top seam of the shirt pocket. If medals or ribbon bars are worn the wings are to be positioned 5mm centrally above the top row of ribbon bars. The wings are to be removed once the officer is permanently transferred out of the Police Air Wing.
- c. **Police Rescue Badge (PRB)** The PRB is only to be worn by personnel who have successfully completed the NSWPF Rescue Operators Course, who are currently accredited and attached to the RBDU or a decentralised Police Rescue Squad. This badge is to be removed when officer is no longer accredited by the NSWPF to carry out rescue duties or are permanently transferred from the RBDU or a decentralised Police Rescue Squad.

If the PSO Badge, AEN Badge or MHIT Badge is worn, the PRB is to be positioned 5mm above one of these badges.

- d. **Peer Support Officer (PSO) badge.** The PSO badge is only to be worn by officers who have successfully completed the PSO course and have been accredited to perform that role.

If the badge is worn with the MHIT badge, it is to be placed 5mm to the left of the MHIT badge ie: closest to the centre of the body.

- e. **Mental Health Intervention Team (MHIT) badge.** The MHIT badge is only to be worn by officers who have successfully completed the MHIT course and maintain accreditation in that role.

If the badge is worn with the PSO badge, it is placed 5mm to the right of the PSO badge ie: closest to the right arm.

- f. **Aboriginal Employees Network (AEN) Badge.** The AEN Badge can only be issued to and worn by a NSWPF employee who identifies as being of either Aboriginal or Torres Strait Islander descent. Wearing of the AEN badge is not restricted to particular Command(s).

If the badge is worn with the PSO badge, it is placed 5mm to the right of the PSO badge i.e.: closest to the right arm. If the badge is worn with the MHIT badge, it is placed 5mm to the left of the MHIT badge i.e.: closest to the centre of the body.

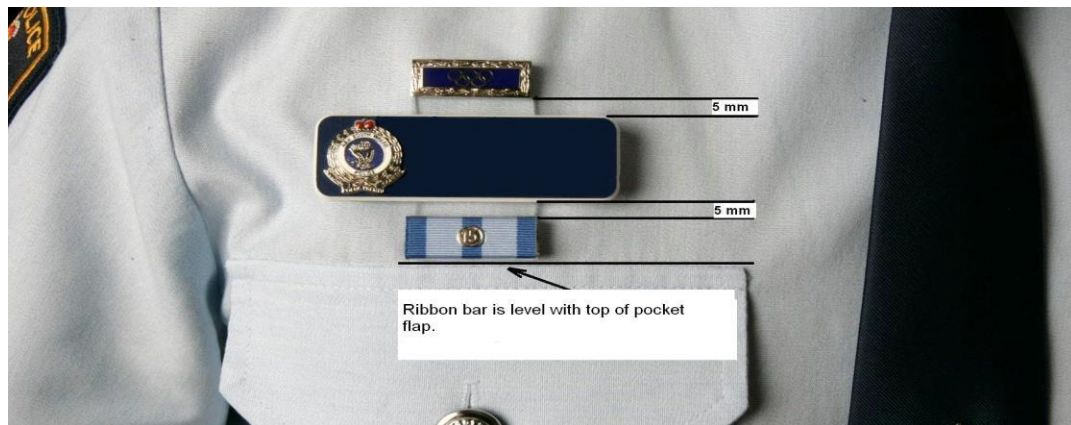
- g. **Gay and Lesbian Liaison Officer (GLLO) Badge.** The GLLO badge can only be worn by qualified LGBTIQ Liaison Officers.

If the badge is worn with the PSO badge, it is placed 5mm to the right of the PSO badge i.e.: closest to the right arm. If the badge is worn with the MHIT badge, it is placed 5mm to the left of the MHIT badge i.e.: closest to the centre of the body.

2.208 Badges issued by external organisations, such as Australian Defence Force trade or qualification badges (i.e.: Duke of Edinburgh award, parachute wings, Navy submariner 'Dolphins', pilot wings, ICB, ACB, etc) are not to be worn on any NSW Police Force uniform. Unauthorised Patches and/or stickers are not to be attached to any NSW Police Force uniform, appointments and/or equipment.

## Unit Awards and Individual Commendations

2.209 Unit citations are worn on the right side, 5mm above the nameplate. The NSW Police Force medals, ribbons and commendations are to be worn 5mm under the nameplate (see Figure 13). They are only to be worn on the shirt, leather jacket and tunic. They are not to be worn on the LBV/ILAV, utility jacket, jumper, sleeveless vest, overalls, drill shirt, bicycle shirt, bicycle utility jacket or wet weather jacket. Miniatures are worn on the right lapel when wearing Mess Dress.



**Figure 13**

## Full Size Medals

2.210 The first five (5) medals are to be mounted flat. If the wearer has six or more medals, they are to be mounted so that they overlap.

2.211 Commissioned officers are to court-mount their medals. Non-commissioned police are encouraged to do so.

2.212 The nameplate and badges authorised under paragraph 2.203 are the only authorised embellishments to be worn on the utility jacket, jumper or sleeveless vest. The nameplate is only to be worn on, overalls, drill shirt, or bicycle shirt, therefore ribbon bars, medals, citations or decorations are not to be worn.

## Medals and Citations from the Australian Defence Forces, other Australian Policing Jurisdictions and Emergency Service Organisations

2.213 National Honours awarded whilst in the service of the Australian Defence Forces are approved to be worn on the left side of the NSW Police Force uniform. Order of Precedence Awards is detailed in the Australian government website: [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au).

2.214 Only medals, commendations and citations conferred by an emergency service organisation, which are equivalent to those of NSW emergency services organisation, are approved to be worn.

2.215 All medals, commendations and citations, including miniatures and ribbons must be officially approved and conferred upon the member by the particular organisation prior to being worn.

2.216 Approval to wear them on the NSW Police Force uniform must be obtained from the Commissioner in writing, through the State Protocol Officer, Protocol and Awards Unit, Office of the Commissioner and will be decided on a case-by-case basis.

2.217 The order of precedence for right side decorations is as follows:

- a. Medals issued by the Royal Humane Societies;
- b. All NSW Police Force medals, commendations and citations in order of precedence; and
- c. Medals, commendations and citations issued by other approved Australian policing jurisdictions, Australian emergency service organisations and Australian correctional service organisations in order of date of presentation. The order of precedence of the respective organisation and in relation to other organisations is therefore not relevant.

### **Foreign Awards**

2.218 The wearing of medals and/or citations (including miniatures and ribbons) awarded whilst in service with a Foreign Nation must be approved by the Commissioner in writing.

2.219 Approval may be given to wear medals earned by a NSW Police Force member who served with foreign service must be obtained from the Commissioner in writing, through the State Protocol Officer, Protocol and Awards Unit, Office of the Commissioner and will be decided on a case-by-case basis.

The basic criteria are that:

- a. Such medals were earned during operations which are/were supported by Australian Services/Forces
- b. were not earned while serving with enemy forces; and
- c. awards have equivalent Australian awards, for example long service awards have a similar qualifying period.

2.220 Foreign awards approved to be worn, will be worn on all dress orders, as directed.

## Nameplates

2.221 Only the approved pattern nameplate is to be worn with all Dress Orders (except Mess Dress where nameplates are not worn). Officers wearing the male police shirt are to wear the nameplate centrally above the right breast pocket with the bottom edge of the nameplate aligned with the top of the pocket flap. If the officer is also wearing an in-service ribbon bar eg: NSW Police Medal, the bottom of the ribbon bar is to be aligned with the top of the pocket flap and the nameplate is then positioned 5mm above the ribbon bar (see Figure 13).

2.222 Female officers wearing a blouse are to position the nameplate over the right side of chest, with the top edge of the nameplate in line with the second button from the top.

2.223 The following colours are approved for substantive rank nameplates:

- a. Light Blue - Probationary Constable to Leading Senior Constable.
- b. Dark Blue - Sergeant and Senior Sergeant.
- c. Red - Inspector and Chief Inspector.
- d. Green - Superintendent and Chief Superintendent.
- e. White - Assistant Commissioner and above.
- f. Purple - Chaplain.
- g. Gold - Special Constable and unsworn staff.
- h. Black - Volunteer in Policing.

2.224 Nameplates are to be manufactured in accordance with the Nameplates User Guide 2014 and Commissioner's Policy Notice 14/21.

2.225 Numbered nameplates are only to be used in lieu of a rank and name for officers in accordance with Commissioner's Policy Notice 14/21.

2.226 Police performing duty in plain clothes are not required to wear a nameplate outside of police premises. Plain clothed police are to wear their nameplate centrally on the right side of their shirt or jacket, approximately 17cm below the top of the shoulder.

2.227 Whilst attending the NSW Police Force Academy, for purposes of identification, police wearing plain clothes are to wear their issued nameplate at all times whilst on Academy grounds, including after hours.

## Nametags on Overalls

2.228 If an officer is wearing overalls or the equivalent two-piece uniform, a nametag with a white embroidered surname or number on a cloth backing that matches the colour of the overalls may be worn in lieu of the plastic nameplate. The nametag is to be sewn onto the overalls, or secured using a velcro patch, onto the right side, centrally above the pocket.

## Rank Insignia - General

2.229 Rank insignia is to be worn at all times except on the reflective vest, wet weather apparel and emergency tabards.

## Rank Insignia – Commissioned Officers

2.230 When wearing service dress, commissioned officers are to wear either the soft fabric or soft raised bullion rank slides. The metal hardboard rank slides are to be worn only as directed in Dress Orders. Blue Cloth Hardboards are always to be worn on Mess Dress and leather hardboards are always worn on the leather jacket.

2.231 Raised metallic insignia are positioned centrally on the hardboard, 10mm from the bottom edge, with 5mm spacing for further insignia. The insignia are to be positioned straight and in line (see Figure 14). The crowns that are depicted on the rank 'stars' and the button are to face the top of the rank slide (towards the button).



Figure 14

## Rank Insignia – Non-Commissioned Officers

2.232 Soft fabric rank slides are to be worn on all uniforms including the LBV/ILAV. They are not worn on leather jackets, tunics and Mess Dress.

2.233 The rank slides are to be kept clean and serviceable at all times. If the rank slides become faded or unserviceable, they are to be withdrawn from service and replaced. When wearing a tunic or Mess Dress the hardboard rank slides are to be worn.



2.234 Hardboard rank slides can only be worn on a shirt by the State Protocol Officer or an officer relieving in that position.

2.235 Soft leather rank slides are to be worn on the leather jacket by police of the rank of Constable to Senior Sergeant. A silver button is not to be inserted onto the slide. Probationary Constables are not required to wear a blank leather slide.

### **Rank Insignia and Nameplate whilst relieving in a higher position**

2.236 When performing duties at a higher rank and being paid a Higher Duties Allowance (HDA), officers are to wear the rank insignia ONLY of that rank. They are to wear the nameplate and other accoutrements of their substantive rank.

2.237 When performing duties other than those of the higher duty position, such as 'User Pays' or attending a course, or attending an awards ceremony as a recipient, or attending a function in NSW Police Force Mess Dress (Dress Order 12), the officer is to wear their substantive rank slides.

2.238 Following amendment to the Police Act 1990, No. 47 (dated 15 October 2020), Section 37 is no longer relevant to temporary appointments and Section 67 has been repealed. Refer to paragraph 2.236 for relieving at higher duties.

### **Ribbon Bars**

2.239 Ribbon bars associated with decorations, medals or commendations are to be mounted in a row, to a maximum of four. If the wearer has more than four ribbons, a new row is to be started with the highest award mounted centrally above the first row. Ribbons are to be mounted below the wearer's nameplate

2.240 Awards that fall under the Australian Honours and Awards system are worn on the left side of the wearer's chest.

2.241 Other State and/or Territory awards recognised by the NSW Police Force comprising decorations, commendations and medals are worn on the right side of the wearer's chest below the nameplate. These awards are mounted to the left of any NSW Police Force awards, left to right, in order of date of issue. The exception being a Royal Humane Society medal, which is always worn to the extreme left of any group.

2.242 Ribbon bars are not to be worn on the LBV/ILAV, utility jacket, overalls, jumper, sleeveless vest, drill shirt, bicycle shirt, reflective vest, and wet weather jacket or on civilian clothing.

2.243 Refer to paragraph 4.6 for the order of mounting of ribbons. Further medal information is available on the Protocol and Awards Unit intranet site.

## Citations

2.244 Citations are to be mounted in a row, to a maximum of four. If the wearer has more than four ribbons, a new row is to be started with the highest award mounted centrally above the first row. Citations are to be mounted above the wearer's nameplate

2.245 Other State/Territory, National or International citations recognised by the NSW Police Force are worn on the right side of the wearer's chest above the nameplate. These awards are mounted to the right of any NSW Police Force citations, left to right, in order of date of issue.

2.246 Refer to paragraph 4.6 for the order of mounting of ribbons. Further medal information is available on the Protocol and Awards Unit intranet site.

## Corporate & Charity Sponsorship – NSW Police Uniform Items

2.247 The only item of support to a corporately approved inclusion of the Police Rescue Badge and the Employees Network Badge on the NSW Police Force uniform is to be worn. This ribbon or pin in the colour or style dictated by the organisation being supported is to be worn.

2.248 The ribbon is worn behind the police nameplate. The pin is worn above the nameplate, or any citations worn. Refer to paragraph 2.39 for the method of wearing the pin or ribbon.

2.249 The NSW Police uniform is not to be changed in style, colour or appearance to support such organisation.

2.250 All requests to wear a Corporate &/or Charity Sponsorship ribbon or pin is to be submitted via the chain of command through the NSW Police Uniform Board to Commissioner for approval.

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## Chapter 3

### Special Occasions

#### Ceremonial Occasion

3.1 Service dress is to be worn by **ALL** sworn police on all ceremonial occasions. This includes attestation parades, funerals, investiture and award ceremonies, ANZAC Day and National Police Remembrance Day. The correct dress order will be advised by the organiser of the event. The LBV/ILAV is not to be worn on any ceremonial occasion.

#### Attending Court

3.2 Dress Order 2D or 2F (or Dress Order 10B for HWP motorcyclist) is to be worn by all uniformed police when attending court, regardless of the level of court attending. It is up to the individual officer as to which dress order they wear.

3.3 Cargo pants, baseball caps, utility jackets, jumpers or sleeveless vests are not to be worn to any court.

3.4 Police performing duty in plain clothes are to attend court in appropriate business attire or full uniform. A lounge suit for male officers and the equivalent for female officers is the minimum standard.

3.5 Police attending a Children's Court are not to wear their uniform. Police are to wear appropriate business attire. A lounge suit for male officers and the equivalent for female officers is the minimum standard.

3.6 Officers attending court in uniform are to wear their arms and appointments. Officers may choose to wear either their appointments belt (with all appointments attached) or the LBV/ILAV. Police Officers are to be guided by local protocols in relation to the wearing of arms and appointments in court, but are to ensure they are stored safely and securely.

3.7 Unsworn Personnel who have not been issued with service dress uniform (eg. FSG, technicians, etc.) are to attend court in appropriate business attire. A lounge suit for males and the equivalent for females is the minimum standard.

#### Attending Government House

3.8 When attending Government House, the highest standards of dress, grooming and presentation are required.

3.9 Arms and appointments are not to be worn inside Government House, either as a recipient or as a guest. If appointments are taken to Government House, possibly due to travelling there in a marked police vehicle, they are to be secured at the Security Box before entering Government House for the ceremony. Only the inner uniform belt is to be worn for the ceremony. The LBV/ILAV is not to be worn to Government House.

3.10 Headdress is to be worn to Government House but not inside it or within the grounds after entry. Upon entering it is to be removed and stored as directed by staff in the cloakroom or vestibule.

3.11 Male personnel, whether in uniform or plain clothes, are to wear a tie on all occasions when attending Government House as a recipient or guest.

3.12 Female personnel attending in uniform are to wear a female blouse and female tie on all occasions when attending Government House as a recipient or guest.

### Attending a Government House Awards Ceremony

3.13 If attending an **AWARDS CEREMONY** at Government House uniformed officers are to wear the following Dress Orders:

| Recipient of a medal |                       |                   |
|----------------------|-----------------------|-------------------|
| Event Date           | Non-Commissioned rank | Commissioned rank |
| 1 Oct – 31 Mar       | Dress Order 2D        | Dress Order 2H    |
| 1 Apr – 30 Sep       | Dress Order 2F        | Dress Order 2H    |

- Unsworn male personnel are to wear a lounge suit and tie. **Ribbon bars or medals are not to be worn.**
- Unsworn female personnel are to wear suitable day-dress equivalent to a lounge suit. **Ribbon bars or medals are not to be worn.**

| Recipient of a NON medal award |                       |                   |
|--------------------------------|-----------------------|-------------------|
| Event Date                     | Non-Commissioned rank | Commissioned rank |
| 1 Oct – 31 Mar                 | Dress Order 2E        | Dress Order 2I    |
| 1 Apr – 30 Sep                 | Dress Order 2G        | Dress Order 2I    |

- Unsworn male personnel are to wear a lounge suit and tie. Full sized medals, orders and decorations may be worn.
- Unsworn female personnel are to wear suitable day-dress equivalent to a lounge suit. Full sized medals, orders and decorations may be worn.

| <b>Ceremony Guest</b> |                       |                   |
|-----------------------|-----------------------|-------------------|
| Event Date            | Non-Commissioned rank | Commissioned rank |
| 1 Oct – 31 Mar        | Dress Order 2E        | Dress Order 2I    |
| 1 Apr – 30 Sep        | Dress Order 2G        | Dress Order 2I    |

- Unsworn male personnel are to wear a lounge suit and tie. Full sized medals, orders and decorations may be worn.
- Unsworn female personnel are to wear suitable day-dress equivalent to a lounge suit. Full sized medals, orders and decorations may be worn.

### **Attending a Government House Reception**

3.14 If attending a **RECEPTION** at Government House, uniformed personnel are to be guided by the dress code on the invitation. If in doubt, contact the Protocol and Awards Unit for advice.

### **Weddings**

3.15 NSW Police Officers are to apply to the Commissioner for approval to wear uniform at a wedding. Personnel are to submit a report through their Commander to the Commander, Protocol and Awards Unit. If approved, guidance will be received from the Protocol and Awards Unit.

## Chapter 4

### Wearing of Awards

#### General

4.1 Members of the New South Wales Police Force are permitted to wear awards that form part of the Australian Honours and Awards system or the NSW Police Force awards system only.

4.2 Approval to wear any other awards is referred to in paragraphs 2.206 – 2.214.

4.3 The Order of Wearing for Australian Awards and Medals is located at the Australian government website: [www.itsanhonour.gov.au](http://www.itsanhonour.gov.au).

4.4 NSW Police Force members are not to wear awards that are not approved or not issued to them. For further advice on wearing all awards, contact the State Protocol Officer, Protocol and Awards Unit, Office of the Commissioner.

#### NSW Police Force Awards

4.5 In-service awards are worn on the wearer's right side. The ribbon bars for these awards are worn 5mm below the nameplate unless otherwise stated. Those awards are:

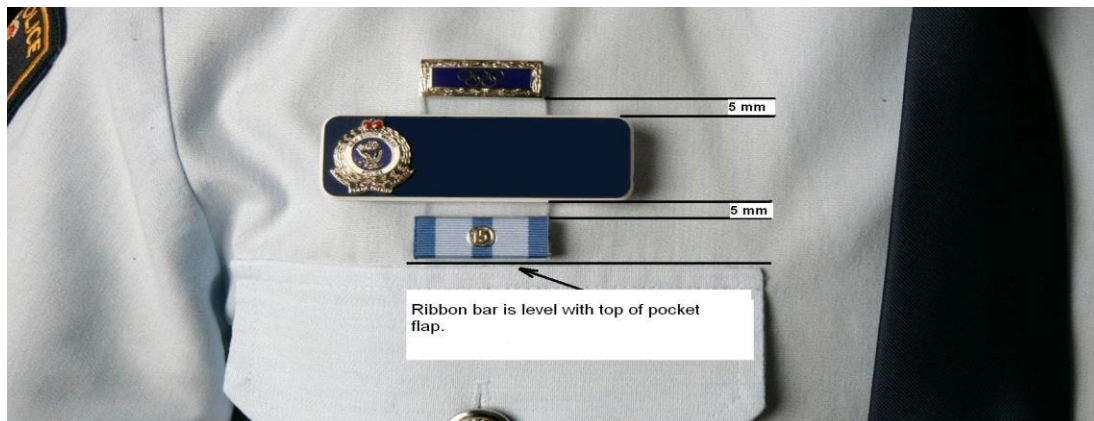
- Commissioner's Valour Award (VA);
- Commissioner's Commendation for Courage (CCC);
- Commissioner's Commendation for Service (CCS);
- Commissioner's Olympic Commendation;
- Commissioner's Community Service Commendation (CCSC);
- Commissioner's Emergency Commendation (CEC);
- NSW Police Diligent and Ethical Service Medal (NSW Police Medal);
- Commissioner's Unit Citation (CUC);
- Commissioner's Community Service Citation (CCSC);
- Commissioner's Olympic Citation; and
- Commissioner's Sesquicentenary Citation.

4.6 Figure 15 below details all ribbon bars and citations in order of precedence for right side decorations (included are the New South Wales Premier's Bushfire Emergency Citation, Queensland Flood Citation, the Canterbury Earthquake Citation, Queensland G20 Citation and Queensland XXI Commonwealth Games Citation).



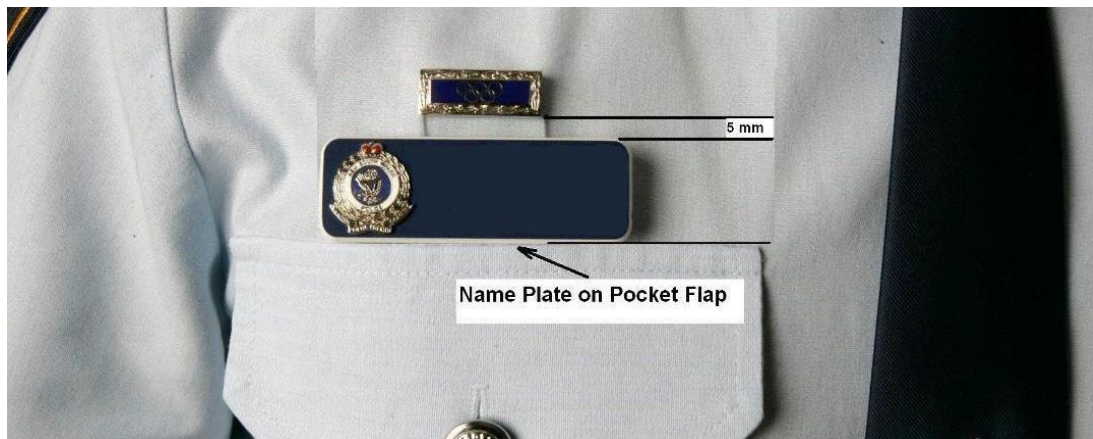
**Figure 15**

4.7 Figure 16 below details the positioning of the nameplate and awards on the right side of the police shirt.



**Figure 16**

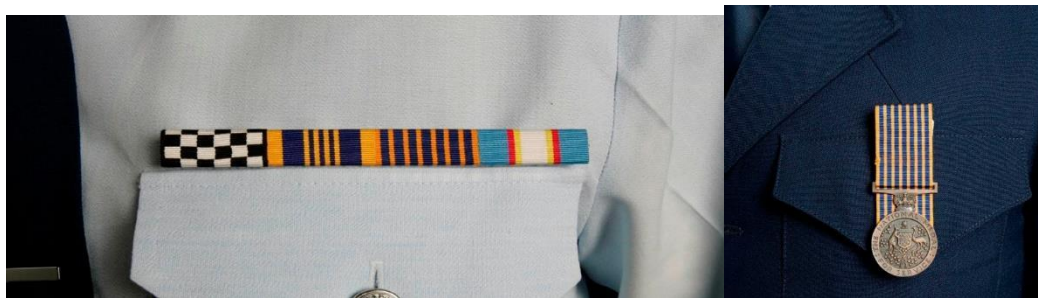
4.8 Figure 17 below details the positioning of the nameplate and citations only on the right side of the police shirt.



**Figure 17**

### **Australian Honours**

4.9 Figure 18 below details the positioning of the ribbon bar and full-size medals on the left side of the police shirt, jacket or tunic.



**Figure 18**



## Chapter 5

### Return of Uniform Items

#### Personnel leaving the NSW Police Force

5.1 Personnel who resign or who are dismissed from the NSW Police Force are to return all uniform items.

5.2 Personnel who retire for age or medical reasons are to return all unworn uniform and government property. When an officer wants to retain parts of their uniform a request is to be made in writing to their Commander.

5.3 Commanders are not to approve the retention of:

- a. warrant card,
- b. nameplates,
- c. arms and appointments,
- d. appointments belt, inner belt and carriers,
- e. load bearing vest,
- f. Thigh holster and/or other holsters on issue,
- g. personal body armour,
- h. motorcycle helmet,
- i. utility jacket,
- j. specialist uniforms and equipment,
- k. reflective vest, and
- l. wet weather gear.

5.4 The above equipment is to be withdrawn from the officer. Worn uniform items can be destroyed at the station, if local destruction procedures have been developed. Otherwise, worn and unworn items are to be returned to the contracted uniform supplier for destruction.

5.5 Commanders may authorise the retention of a set of rank slides and one badge (either the cap/hat badge or warrant badge) as long as these items are being used for display purposes. The remaining badges are to be returned with the equipment listed in paragraph 5.3 above.

5.6 Officers who retire due to age or medical reasons may retain their leather jacket. If the officer has had the leather jacket for 10 or more years, there is no charge for the jacket. However, if the officer has had the jacket for less than 10 years then the charge for the jacket is to be calculated as follows:

*Cost to officer = current purchase price X (years of having jacket) divided by 10*

5.7 The local Uniform Issuing Officer is to liaise with their Commander regarding the officer's request to retain the leather jacket, noting the above costs.

### **Specialist Uniforms**

5.8 Personnel who are required to carry out specialist duties 'part-time' may retain their specialist uniform but are only to wear it when performing the specialist duty.

5.9 Personnel who have been issued a specialist uniform and no longer have a requirement for it eg: they no longer perform the specialist duties, are to return it to their local Uniform Issuing Officer for disposal as per above.

### **Unserviceable or Condemned Items**

5.10 All unserviceable or condemned uniform items are to be returned to the Uniform Issuing Officer for disposal as per above and replaced.

## Chapter 6

### Dress Orders

#### General

6.1 The Dress Orders for male and female personnel of all duty types are explained in this chapter. The Dress Orders are identified by number and title. When advising the Dress Order on invitations and in instructions, the number and title is to be used.

6.2 The Dress Orders are:

| Order No | Dress Order Title                                |
|----------|--|
| 1A       | Working Dress (cargo pants)                      |
| 1B       | Working Dress (cargo shorts)                     |
| 2A       | Service Dress (with options)                     |
| 2B       | Service Dress (shirt with ribbons)               |
| 2C       | Service Dress (shirt with medals)                |
| 2D       | Service Dress (shirt, tie with ribbons)          |
| 2E       | Service Dress (shirt, tie with medals)           |
| 2F       | Service Dress (leather jacket with ribbons)      |
| 2G       | Service Dress (leather jacket with medals)       |
| 2H       | Service Dress (tunic with ribbons)               |
| 2I       | Service Dress (tunic with medals)                |
| 3        | Working Dress – Police Transport Command         |
| 4        | Working Dress - Marine Area Command              |
| 5        | Working Dress (overalls) - Specialist            |
| 6A       | Working Dress (overalls) – Rescue                |
| 6B       | Working Dress (Land Search) – Rescue             |
| 6C       | Working Dress (Boat Operations) – Rescue         |
| 6D       | Working Dress (Bomb/CBRN Ops) – Rescue           |
| 7A       | Working Dress (overalls) – TOU                   |
| 7B       | Working Dress (Bush Operations) – TOU            |
| 7C       | Working Dress (Training) – TOU                   |
| 7D       | Working Dress (Training – Directing Staff) - TOU |
| 8        | Working Dress (overalls) - OSG/PORS              |
| 9        | Working Dress - Bicycle Patrol Operator          |
| 10A      | Working Dress - HWP Motorcyclist                 |
| 10B      | Service Dress - HWP/VIP Motorcyclist             |

|     |                                     |
|-----|-------------------------------------|
| 11A | Working Dress - Mounted Police      |
| 11B | Ceremonial Dress - Mounted Police   |
| 11C | Public Order Dress - Mounted Police |
| 12  | Mess Dress                          |
| 13  | Ceremonial Dress - Police Band      |

**Dress Order 1A - Working Dress (cargo pants) (1)**

| Items of Dress   |
|--|
| Cap, Baseball / Hat, Broad Brimmed                         |
| Shirt/blouse, short or long sleeved (4)                    |
| Pants, Cargo   |
| Nameplate  |
| Rank insignia, fabric, junior navy                         |
| Belt, inner, basket weave                                  |
| Socks, black   |
| Boots, approved GP, black                                  |
| Arms and appointments (on belt or LBV//ILAV) (5)           |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |
| Jacket, leather or utility (3)                             |
| Jumper/sleeveless vest (2) (3)                             |
| Wet weather apparel (3)                                    |
| Reflective vest (poncho style only) (3)                    |
| Beanie (if in approved area)                               |

**Notes:**

1. Not worn by commissioned officers or personnel on restricted duties.
2. Not worn outdoors except as an undergarment to a jacket or LBV//ILAV.
3. Optional – worn as required.
4. Long sleeves must be worn down and buttoned.
5. Worn at all times whilst wearing cargo pants (unless excused by Commander for a specific duty).



**Dress Order 1B - Working Dress (cargos shorts) (1)**

| <b>Items of Dress</b>                                      |
|--|
| Cap, Baseball / Hat, Broad Brimmed                         |
| Shirt/blouse, short sleeved only                           |
| Shorts, Cargo (2)  |
| Nameplate  |
| Rank insignia, fabric, junior navy                         |
| Belt, inner, basket weave                                  |
| Socks, 6-inch black  |
| Boots, approved 6 inches, black                            |
| Arms and appointments (on belt or LBV//ILAV)               |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |
| Wet weather apparel (3)                                    |
| Reflective vest (poncho style only) (3)                    |
| Beanie (if in approved area)                               |

**Notes:**

1. Not worn by commissioned officers or personnel on restricted duties.
  2. Refer to paragraph 2.169 – 2.174.
  3. Optional – worn as required.
- **Leather Jacket, Utility Jacket, jumper or sleeveless vest are not to be worn. Officers will be required to return to Dress Order 1A, if an overgarment is required.**

**Dress Order 2A – Service Dress (with options)**

|  |
|--|
| <b><u>Items of Dress</u></b>                                   |
| Cap, Male, Antron/Hat, Female, Antron / Hat, Broad Brimmed     |
| Shirt/blouse, short or long sleeves (1)                        |
| Tie (4)  |
| Nameplate  |
| Rank insignia, soft fabric, junior navy (2)                    |
| Trousers/Slacks  |
| Belt, inner, basket weave                                      |
| Socks, black   |
| Shoes/boots, black   |
| Arms and appointments (on belt or LBV//ILAV)                   |
| Ribbon bars associated with orders, decorations and medals (3) |
| Approved Badges under 2.207                                    |

**Notes:**

1. Long sleeves must be worn down and buttoned at the cuff.
2. Commissioned officers wear soft fabric or soft raised bullion rank slides.  
No metal hardboard rank slides.
3. Not worn on utility jacket/jumper/sleeveless vest/LBV//ILAV.
4. Commissioned officer to wear a tie at all times.

**Options:**

- Jumper or sleeveless vest is not worn outdoors except as an undergarment to a jacket or LBV//ILAV. When worn indoors, without a jacket, a tie must still be worn.
- Leather jacket/utility jacket (A tie must be worn)
- Dress shorts and white ankle socks (not worn if a jumper/sleeveless vest/leather jacket/utility jacket is worn)
- Culottes (females only)
- Wet weather gear (as required)
- Reflective vest (poncho style only) (as required)

## **Dress Order 2A**





**Dress Order 2B – Service Dress (shirt with ribbons)**

| Items of Dress   |
|--|
| Cap, Male, Antron/Hat, Female, Antron                      |
| Shirt/blouse, short or long sleeves (1) (2)                |
| Nameplate  |
| Tie (5)  |
| Rank insignia, soft fabric, junior navy (3)                |
| Trousers/Slacks  |
| Belt, inner, basket weave                                  |
| Arms and appointments (on belt or LBV/ILAV) (4)            |
| Socks, black   |
| Shoes/Boots, black   |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |

**Notes:**

1. Long sleeves must be worn down and buttoned.
  2. Females to wear the female blouse.
  3. Commissioned officers to wear metal hardboards rank slides on ceremonial occasion only.
  4. LBV/ILAV is not to be worn, if directed.
  5. Commissioned officers only.
- **NO** type of jacket, tunic or jumper to be worn.



## Dress Order 2C – Service Dress (shirt and medals)

| Items of Dress                                  |
|---|
| Cap, Male, Antron/Hat, Female, Antron           |
| Shirt/blouse, short or long sleeves (1) (2)     |
| Nameplate                                       |
| Tie (5)   |
| Rank insignia, soft fabric, junior navy (3)     |
| Trousers/Slacks                                 |
| Belt, inner, basket weave                       |
| Arms and appointments (on belt or LBV/ILAV) (4) |
| Socks, black                                    |
| Shoes/Boots, black                              |
| Full size orders, decorations and medals        |
| Approved Badges under 2.207                     |

### Notes:

1. Long sleeves are to be worn down and buttoned at the cuff.
  2. Females to wear the female blouse and tie.
  3. Commissioned officers to wear metal hardboard rank slides.
  4. LBV/ILAV is not to be worn, if directed
  5. Commissioned officers only.
- **NO** type of jacket, tunic or jumper to be worn.
  - **NO** LBV/ILAV.



**Dress Order 2D – Service Dress (shirt, tie and ribbons)**

| <b>Items of Dress</b>                                      |
|--|
| Cap, Male, Antron/Hat, Female, Antron                      |
| Shirt/blouse, short or long sleeves (1) (2)                |
| Tie (2) (3) (6)  |
| Nameplate  |
| Rank insignia, soft fabric, junior navy (4)                |
| Trousers/Slacks  |
| Belt, inner, basket weave                                  |
| Arms and appointments (on belt or LBV/ILAV) (5)            |
| Socks, black   |
| Shoes/Boots, black   |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |

**Notes:**

1. Long sleeves are to be worn down and buttoned at the cuff.
  2. Females to wear the female blouse and female tie.
  3. Tie pins/tie clips are NOT to be worn.
  4. Commissioned officers to wear metal hardboard rank slides on ceremonial occasion only.
  5. LBV/ILAV is not to be worn, if directed.
  6. All ranks.
- **NO** type of jacket, tunic or jumper to be worn.

## **Dress Order 2D**



## Dress Order 2E – Service Dress (shirt, tie with medals)

| Items of Dress                              |
|---|
| Cap, Male, Antron/Hat, Female, Antron       |
| Shirt/blouse, short or long sleeves (1) (2) |
| Tie (2) (3)                                 |
| Nameplate                                   |
| Rank insignia, soft fabric, junior navy (4) |
| Trousers/Slacks                             |
| Belt, inner, basket weave                   |
| Arms and appointments on belt               |
| Socks, black                                |
| Shoes/Boots, black                          |
| Full size orders, decorations and medals    |
| Approved Badges under 2.207                 |

### Notes:

1. Long sleeves to be worn down and buttoned.
  2. Females to wear the female blouse and tie.
  3. Tie pins/tie clips are NOT to be worn.
  4. Commissioned officers to wear metal hardboard rank slides.
- **NO** type of jacket, tunic or jumper to be worn.
  - **NO** LBV/ILAV.



**Dress Order 2F – Service Dress (leather jacket with ribbons)**

| <b>Items of Dress</b>                                      |
|--|
| Cap, Male, Antron/Hat, Female, Antron                      |
| Shirt/blouse, short or long sleeves (1)                    |
| Tie (1)  |
| Leather Jacket (3)   |
| Nameplate  |
| Rank insignia, soft leather (2)                            |
| Trousers/Slacks  |
| Belt, inner, basket weave                                  |
| Arms and appointments (on belt or LBV/ILAV) (4)            |
| Socks, black   |
| Shoes/Boots, black   |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |

**Notes:**

1. Females to wear the female blouse and tie.
2. Commissioned officers to wear leather hardboard rank slides.
3. Jacket to be zipped up.
4. LBV/ILAV is not to be worn, if directed.

**Dress Order 2G – Service Dress (leather jacket with medals)**

| <b>Items of Dress</b>                    |
|--|
| Cap, Male, Antron/Hat, Female, Antron    |
| Shirt/blouse, short or long sleeves (1)  |
| Tie (1)                                  |
| Leather Jacket (3)                       |
| Nameplate                                |
| Rank insignia, soft leather (2)          |
| Trousers/Slacks                          |
| Belt, inner, basket weave                |
| Arms and appointments on belt            |
| Socks, black                             |
| Shoes/Boots, black                       |
| Full size orders, decorations and medals |
| Approved Badges under 2.207              |

**Notes:**

1. Females to wear the female blouse and female tie.
  2. Commissioned officers to wear leather hardboard rank slides.
  3. Jacket to be zipped up.
- **NO LBV/ILAV.**

**Dress Order 2H – Service Dress (tunic with ribbons)**

| <b>Items of Dress</b>                                      |
|--|
| Cap, Cloth   |
| Shirt/blouse, short or long sleeves (1)                    |
| Tie (1)  |
| Tunic (2)  |
| Nameplate  |
| Protocol Lanyard (3)                                       |
| Rank insignia, hardboard                                   |
| Trousers/Slacks  |
| Belt, inner, basket weave                                  |
| Socks, black   |
| Shoes/Boots, black   |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |

**Note:**

1. Females to wear the female blouse and female tie.
  2. Working protocol officers to wear the protocol tunic, as directed.
  3. Working trained protocol officers only.
- Arms and Appointments – A risk assessment is to be undertaken for the event. Based on the Assessment, arms and appointments may not be worn. If the Assessment requires the wearing of arms and appointments, the firearm will be worn in a covert holster under the tunic. Other appointments are worn as determined by the individual.



**Dress Order 2I – Service Dress (tunic with medals)**

| <b>Items of Dress</b>                                     |
|---|
| Cap, Cloth  |
| Shirt/blouse, short or long sleeves (1)                   |
| Tie (1)   |
| Tunic (2)   |
| Nameplate   |
| Protocol Lanyard (5)                                      |
| Rank insignia, hardboards                                 |
| Trousers/Slacks/Culottes                                  |
| Belt, inner, basket weave                                 |
| Belt, appointments (with no carriers or appointments) (3) |
| Socks, black  |
| Shoes/Boots   |
| Full size orders, decorations and medals                  |
| Approved Badges under 2.207                               |
| Black leather gloves (as directed) (4)                    |

**Note:**

1. Females to wear the female blouse and female tie.
  2. Working protocol officers to wear the protocol tunic, as directed.
  3. Working protocol officers only.
  4. Working protocol officers to wear white cotton gloves.
  5. Working trained protocol officers only.
- Arms and Appointments – A risk assessment is to be undertaken for the event. Based on the Assessment, arms and appointments may not be worn. If the Assessment requires the wearing of arms and appointments, the firearm will be worn in a covert holster under the tunic. Other appointments are worn as determined by the individual.



### Dress Order 3 – Working Dress – Police Transport Command (1)

| Items of Dress  |
|---|
| Cap, Baseball / Hat, Broad Brimmed                          |
| Cargo Shorts (2)  |
| Shirt, Bicycle, Long or Short Sleeve                        |
| Nameplate   |
| Rank, insignia, junior navy                                 |
| Socks, white athletic                                       |
| Shoes, Bicycle, black                                       |
| Arms and appointments (on belt or LBV/ILAV)                 |
| Jacket, leather or utility or utility (high visibility) (4) |
| Jumper/sleeveless vest (3)                                  |
| Wet weather apparel (4)                                     |
| Reflective vest (poncho style only) (4)                     |
| Approved Badges under 2.207                                 |

#### Notes:

1. Not worn by commissioned officers or personnel on restricted duties.
2. Refer to paragraphs 2.169 – 2.174.
3. Refer to paragraph 2.135.
4. As required.

**Dress Order 4 – Working Dress – Marine Area Command (1)**

| <b>Items of Dress</b>                           |
|---|
| Cap, Baseball / Hat, Broad Brimmed              |
| Shorts, Cargo (2)                               |
| Shirt/blouse, short or long sleeves             |
| Nameplate                                       |
| Rank, insignia, junior navy                     |
| Socks, white athletic                           |
| Shoes, black                                    |
| Arms and appointments (on belt or LBV/ILAV) (3) |
| Jacket, leather or utility (5)                  |
| Jumper/sleeveless vest (4)                      |
| Wet weather apparel (5)                         |
| Reflective vest (poncho style only) (5)         |
| Approved Badges under 2.207                     |

**Notes:**

1. Not worn by commissioned officers.
2. Refer to paragraphs 2.169 – 2.174.
3. Commanders may order that arms and appointments are not worn for certain operational tasks.
4. Refer to paragraph 2.135.
5. As required.

### Dress Order 5 – Working Dress (overalls) – Specialist

| Items of Dress  |
|---|
| Cap, Baseball / Hat, Broad Brimmed                          |
| Overalls (or two-piece equivalent)                          |
| T-shirt, navy   |
| Nameplate (3)   |
| Rank, insignia, junior navy                                 |
| Socks, black  |
| Boots, GP   |
| Arms and appointments (on belt or LBV/ILAV as directed) (1) |
| Jacket, leather or utility (2)                              |
| Wet weather apparel (2)                                     |
| Reflective vest (poncho style only) (2)                     |

#### Notes:

1. Commanders may order that arms and appointments are not worn for certain operational tasks.
2. As required.
3. **NO** other badges, embellishments, ribbons or medals are to be worn.

### Dress Order 6A – Working Dress (overalls) – Rescue

| Items of Dress  |
|---|
| Cap. Leather or Cap, Baseball                               |
| Overalls, 100% cotton white                                 |
| T-Shirt, navy   |
| Nameplate (3)   |
| Rank, insignia, junior navy                                 |
| Socks, black  |
| Boots, GP   |
| Arms and appointments (on belt or LBV/ILAV as directed) (1) |
| Jacket, leather or utility (2)                              |
| Reflective vest (poncho style only) (2)                     |
| Wet weather apparel (2)                                     |

#### Notes:

1. Commanders may order that arms and appointments are not worn for certain operational tasks.
2. As required.
3. **NO** other badges, embellishments, ribbons or medals are to be worn.

### Dress Order 6B – Working Dress (Land Search) – Rescue

| Items of Dress  |
|---|
| Cap, Baseball / Hat, Boonie, navy / Hat, Broad Brimmed (5)  |
| Overalls, dark blue (or two-piece equivalent) (1)           |
| T-Shirt, navy (2)   |
| Nameplate (4)   |
| Rank, insignia, junior navy                                 |
| Socks, black  |
| Boots, GP   |
| Arms and appointments (on belt or LBV/ILAV as directed) (2) |
| Jacket, leather or utility (3)                              |
| Reflective vest (poncho style only) (3)                     |
| Wet weather apparel (3)                                     |

#### Notes:

1. Refer to paragraphs 2.151 – 2.156.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. **NO** other badges, embellishments, ribbons or medals are to be worn.
5. **NO** leather caps.

## Dress Order 6C – Working Dress (Boat Operations) – Rescue

| Items of Dress  |
|---|
| Cap, Baseball / Hat, Boonie, navy / Hat, Broad Brimmed (4)  |
| Shirt, long sleeve, Bicycle                                 |
| Shorts, light weight, Bicycle                               |
| T-Shirt, navy   |
| Nameplate (3)   |
| Rank, insignia, junior navy                                 |
| Socks, black  |
| Boots, GP   |
| Arms and appointments (on belt or LBV/ILAV as directed) (1) |
| Jacket, leather or utility (2)                              |
| Reflective vest (poncho style only) (2)                     |
| Wet weather apparel (2)                                     |

### Notes:

1. Commanders may order that arms and appointments are not worn for certain operational tasks.
2. As required.
3. **NO** other badges, embellishments, ribbons or medals are to be worn.
4. **NO** leather caps.

## Dress Order 6D – Working Dress (Bomb/CBRN Operations) – Rescue

| Items of Dress  |
|---|
| Cap, Baseball, SPG subdued (5)                              |
| Overalls, SPG subdued (or two-piece equivalent) (1)         |
| T-Shirt, navy   |
| Velcro Nametag (4)  |
| Rank, insignia, SPG subdued                                 |
| Socks, black  |
| Boots, Tactical black                                       |
| Arms and appointments (on belt or LBV/ILAV as directed) (2) |
| Jacket, leather or utility (3)                              |
| Reflective vest (poncho style only) (3)                     |
| Wet weather apparel (3)                                     |

### Notes:

1. Refer to paragraphs 2.151 – 2.156.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. **NO** other badges, embellishments, ribbons or medals are to be worn.
5. **NO** leather caps.



### Dress Order 7A – Working Dress (overalls) – TOU

| Items of Dress  |
|---|
| Cap, Baseball, black  |
| Overalls (or two-piece equivalent), black (1)               |
| T-shirt, black  |
| Nametag, Fabric with Velcro (5)                             |
| Socks, black  |
| Boots, Tactical   |
| Arms and appointments (on belt or LBV/ILAV as directed) (2) |
| Jacket, Utility (3)(4)                                      |
| Reflective vest (poncho style only) (3)                     |
| Wet weather apparel (3)                                     |

#### Notes:

1. Refer to paragraphs 2.151 – 2.156.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. Approved for Tactical Operations Unit operatives only.
5. **NO** other badges, embellishments, ribbons or medals are to be worn.

## Dress Order 7B – Working Dress (Bush Operations) – TOU

| Items of Dress  |
|---|
| Hat, Boonie, multicam                                       |
| Overalls (or two-piece equivalent), multicam (1)            |
| T-shirt, black  |
| Nametag, Fabric with Velcro (5)                             |
| Socks, black  |
| Boots, Tactical   |
| Arms and appointments (on belt or LBV/ILAV as directed) (2) |
| Jacket, Utility (3)(4)                                      |
| Reflective vest (poncho style only) (3)                     |
| Wet weather apparel (3)                                     |

### Notes:

1. Refer to paragraphs 2.151 – 2.156.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. Approved for Tactical Operations Unit operatives only.
5. **NO** other badges, embellishments, ribbons or medals are to be worn.

### Dress Order 7C – Working Dress (Training) – TOU

| Items of Dress  |
|---|
| Cap, Baseball, khaki  |
| Pants, khaki  |
| Shirt, navy, long sleeve                                    |
| T-shirt, black  |
| Belt, Riggers (3)   |
| Socks, black  |
| Boots, Tactical   |
| Arms and appointments (on belt or LBV/ILAV as directed) (1) |
| Jacket, Utility (3)(4)                                      |

#### Notes:

1. Commanders may order that arms and appointments are not worn for certain operational tasks.
2. As required.
3. Approved for Tactical Operations Unit operatives only.
4. **NO** other badges, embellishments, ribbons or medals are to be worn.

### Dress Order 7D – Working Dress (Training – Directing Staff) – TOU

| Items of Dress  |
|---|
| Cap, Baseball, black / Cap, Baseball, khaki / Hat, Boonie, multicam (1) |
| Pants, khaki / Pants, multicam (1)                                      |
| T-shirt, black  |
| Belt, Riggers (4)   |
| Socks, black  |
| Boots, Tactical   |
| Arms and appointments (on belt or LBV/ILAV as directed) (2)             |
| Jacket, Utility (3)(4)(5)   |

#### Notes:

1. As directed.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. Approved for Tactical Operations Unit operatives only.
5. **NO** other badges, embellishments, ribbons or medals are to be worn.

### Dress Order 8 – Working Dress (overalls) – OSG/PORS

| Items of Dress  |
|---|
| Cap, Baseball   |
| Overalls (or two-piece equivalent), dark blue (1)           |
| T-shirt, navy   |
| Nameplate or fabric nametag (4)                             |
| Rank insignia, cloth, junior blue                           |
| Socks, black  |
| Boots, GP   |
| Arms and appointments (on belt or LBV/ILAV as directed) (2) |
| Jacket, leather or utility (3)                              |
| Reflective vest (poncho style only) (3)                     |
| Wet weather apparel (3)                                     |

#### Notes:

1. Refer to paragraphs 2.151 – 2.156.
2. Commanders may order that arms and appointments are not worn for certain operational tasks.
3. As required.
4. **NO** other badges, embellishments, ribbons or medals are to be worn.

## Dress Order 9 – Working Dress – Bicycle Patrol Operator

| Items of Dress                             |
|--|
| Cap, Baseball (1)                          |
| Helmet, bicycle                            |
| Shirt, Bicycle, short or long sleeve (2)   |
| Shorts, Bicycle (2)                        |
| Trousers, Bicycle, Cargo (2)(3)            |
| Shoes, Bicycle (2)                         |
| Socks, athletic, white (2)                 |
| Gloves, half/ full finger, bicycle (2)     |
| Glasses, sun/clear, safety (3)             |
| Arms and appointments                      |
| Jacket, Utility, High Visibility (2)(3)(4) |
| Reflective vest, (poncho style only) (3)   |
| Hydration pack, bicycle (2)(3)             |
| Wet weather apparel (3)                    |

### Notes:

1. Worn when not actively riding the bicycle for extended periods of time.  
The helmet is an acceptable form of headdress.
2. Worn when performing bicycle duties ONLY.
3. As required.
4. Optional.
5. **NO** other badges, embellishments, ribbons or medals are to be worn.

## Dress Order 10A – Working Dress – HWP Motorcyclist

| Items of Dress   |
|--|
| Cap, Baseball (1)  |
| Helmet, motorcycle   |
| Shirt/blouse, short or long sleeves (4)                    |
| Nameplate  |
| Rank insignia, fabric, junior navy                         |
| Approved motorcycle pants (2)                              |
| Belt, inner, basket weave                                  |
| Socks, black   |
| Boots, approved motorcycle                                 |
| Gloves, motorcyclist                                       |
| Arms and appointments (on belt or LBV//ILAV)               |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |
| Jacket, leather (3)  |
| Wet weather apparel, motorcyclist (3)                      |
| Gloves, gauntlets, white (3)                               |
| Reflective vest (poncho style only) (3)                    |

### Notes:

1. Worn when not actively riding for extended periods of time. The helmet is an acceptable form of headdress. Leather cap is NOT to be worn.
2. NOT jodhpurs. Motorcycle pants are not to be worn inside the boot or bloused.
3. As required.
4. Long sleeves are to be worn down and buttoned.
5. **NO** other badges or embellishments are to be worn.

**Dress Order 10B – Service Dress – HWP/VIP Motorcyclist**

| <b>Items of Dress</b>  |
|--|
| Cap, Leather (1)   |
| Helmet, motorcycle   |
| Shirt/ blouse, short or long sleeves (7)                       |
| Tunic (3) (6)  |
| Jacket, leather (6)  |
| Tie (2)  |
| Nameplate  |
| Rank insignia, fabric, junior navy (3)                         |
| Jodhpurs, white, motorcyclist or approved motorcycle pants (4) |
| Belt, inner, basket weave                                      |
| Socks, black   |
| Boots, elastic-sided   |
| Leggings, leather, motorcyclist, black                         |
| Gloves, leather, gauntlet, white (6)                           |
| Arms and appointments (on belt or LBV/ILAV) (8)                |
| Aiguillette (6)  |
| Full size orders, decorations and medals or ribbon bars (5)    |
| Approved Badges under 2.207                                    |
| Wet weather apparel, motorcyclist (6)                          |
| Reflective vest (poncho style only) (6)                        |

**Notes:**

1. Worn when not actively riding for extended periods of time. The helmet is an acceptable form of headdress. Baseball caps are not to be worn.
2. Ceremonial or court occasion.
3. Hardboard rank slides to be worn on tunics.
4. White jodhpurs for ceremonial occasions only. Approved motorcycle pants to be worn, if riding to court or other non-ceremonial escort duties.
5. Ribbon bars are to be worn when it is NOT a ceremonial activity.
6. As required.
7. Long sleeves are to be worn down and buttoned.
8. LBV/ILAV not to be worn on a ceremonial occasion.
9. **NO** other badges or embellishments are to be worn.



## Dress Order 11A – Working Dress – Mounted Police

| Items of Dress   |
|--|
| Cap, Baseball (1)  |
| Helmet, patrol, mounted police                             |
| Shirt, short or long sleeves (4)                           |
| Nameplate  |
| Rank insignia, fabric, junior navy                         |
| Jodhpurs, mounted, junior navy                             |
| Belt, inner, basket weave                                  |
| Socks, black   |
| Boots, riding, black                                       |
| Spurs, silver  |
| Chappets, leather, black                                   |
| Gloves, riding, black                                      |
| Arms and appointments (on belt or LBV/ILAV)                |
| Ribbon bars associated with orders, decorations and medals |
| Approved Badges under 2.207                                |
| Jacket, leather or utility (2)                             |
| Wet weather apparel (2)                                    |
| Reflective vest (poncho style only) (2)                    |

### Notes:

1. Worn when not actively riding for extended periods of time. The helmet is an acceptable form of headdress. Leather cap is not to be worn.
2. As required.
3. **NO** other badges or embellishments are to be worn.
4. Ties are not worn with working dress.

**Dress Order 11B – Ceremonial Dress - Mounted Police**

| <b>Items of Dress</b>                    |
|--|
| Cap, Leather (1)                         |
| Helmet, pith, mounted police             |
| Shirt, male short or long sleeves        |
| Tunic, ceremonial                        |
| Tie, male                                |
| Nameplate                                |
| Rank insignia, hardboard, junior navy    |
| Breeches, ceremonial, mounted, white     |
| Belt, inner, basket weave                |
| Socks, black                             |
| Top boots, black                         |
| Spurs, ceremonial                        |
| Gloves, white                            |
| Gauntlets, leather, white (2)            |
| Bandelier, leather, white                |
| Full size orders, decorations and medals |
| Approved Badges under 2.207              |
| Sword, mounted (3)                       |
| Aiguillette (5)                          |

**Notes:**

1. Worn when not actively riding for extended periods of time. The helmet is an acceptable form of headdress. Baseball caps are not to be worn.
2. Only worn when the lance is carried.
3. Commander only.
4. **NO** other badges or embellishments are to be worn.
5. Refer to paragraph 2.76.

**Dress Order 11C – Public Order Dress – Mounted Police (1)**

| <b>Items of Dress</b>              |
|------------------------------------|
| Helmet, riot, mounted police       |
| Shirt, short or long sleeves       |
| Nameplate                          |
| Rank insignia, fabric, junior navy |
| Jodhpurs, mounted, junior navy     |
| Vest, tactical, black              |
| Belt, inner, basket weave          |
| Socks, black                       |
| Boots, riding, black               |
| Spurs, silver                      |
| Chappets, leather, black           |
| Arms and appointments              |
| Brassard (2)                       |
| Jacket, leather                    |
| Full chaps (2)                     |
| Gloves, riding, black (2)          |
| Wet weather apparel (2)            |

**Notes:**

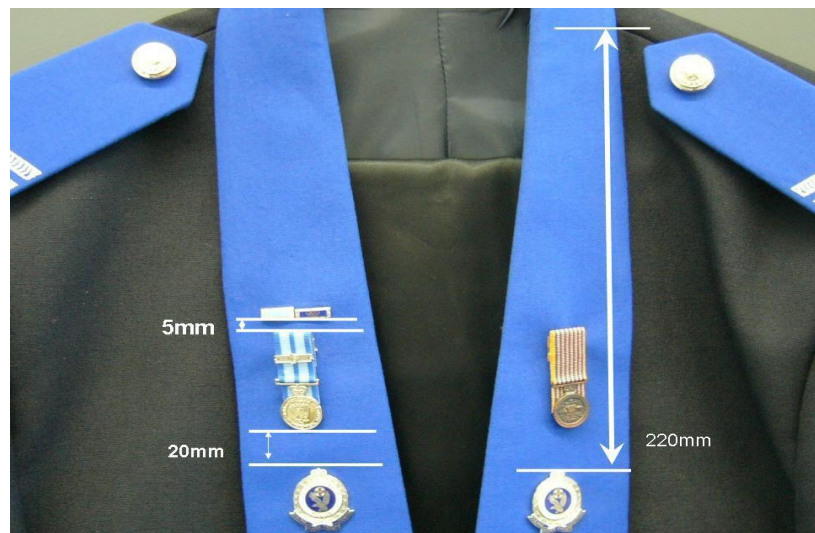
1. Variations to this order of dress may be made at the direction of the Commander as operational needs dictate.
2. As required

## Dress Order 12 – Mess Dress

| Items of Dress (1)  |
|---|
| Shirt/ blouse, white, long-sleeved (2)                    |
| Cufflinks (3)   |
| Bow tie, black (4)  |
| Jacket, Mess Dress (5)                                    |
| Rank insignia, hardboard mess, royal blue (6)             |
| Trousers, male / slacks/skirt, female                     |
| Belt, inner   |
| Cummerbund, black satin                                   |
| Socks, black  |
| Shoes, all leather / Shoes, Patent Leather – Male/Female  |
| Miniatures associated with orders, decorations and medals |
| Aiguillette (7)   |

### Notes:

1. Approval must be sought through Commander.
2. White shirt/blouse with turn down collar and black shirt studs. Close pleated permissible. Winged collars NOT to be worn.
3. Plain black or police crest.
4. Black satin bow tie, of moderate type, with square ends, widths of which should not be greater than 57 mm. Female officers may wear a black satin 'Verona' style bow tie of cross over design
5. Lapel badges are to be worn centrally on the lapels with the highest point of the badge 220 millimetres below the shoulder seam where it meets the outer edge of the lapel.
6. When performing higher duties, only substantive rank slides are worn on Mess Dress
7. Refer to paragraph 2.76.



### Dress Order 13 – Ceremonial Dress - Police Band

| Items of Dress                            |
|---|
| Helmet, white, band (1)                   |
| Cap, antron, band (1)                     |
| Shirt/ blouse, short-sleeved/ long sleeve |
| Tie                                       |
| Tunic, ceremonial                         |
| Nameplate                                 |
| Rank insignia, hardboard                  |
| Trousers/slacks                           |
| Belt, inner, basket weave                 |
| Socks, black                              |
| Shoes/boots, high shine                   |
| Full size orders, decorations and medals  |
| Aiguillette (2)                           |
| Gloves, white, gauntlets (3)              |
| Approved Badges under 2.207               |

**Notes:**

1. As directed.
2. Refer to paragraph 2.76.
3. Drum Major only.

# **PART 2**

## **Chapter 1**

### **Non-Uniformed Unsworn Personnel**

#### **General**

1.1 In order to promote a professional and positive corporate image to the community, non-uniformed unsworn personnel and volunteers have a responsibility to ensure that they maintain appropriate standards of dress, grooming and conduct.

1.2 Unsworn personnel while on duty and volunteers in their role with NSW Police Force are expected to take pride in their presentation and at all times be neat, clean and tidy. Generally, non-uniformed unsworn personnel will be expected to maintain a conservative appearance consistent with community expectations, and where appropriate cultural and religious standards.

1.3 In some circumstances the Commissioner may approve the issue of corporate clothing to certain classifications of duty performed by non-uniformed unsworn personnel for the purposes such as:

- a. promoting a professional and positive corporate image to the community;
- b. promoting a safe workplace by providing protective clothing to employees who may be exposed to certain risks associated with the duties performed and/or their work environment;
- c. distinguishing between particular unsworn duties; and
- d. creating a corporate identity at public forums.

#### **Dress Standards**

1.4 Non-uniformed unsworn personnel are to maintain a reasonable standard of dress that is appropriate to the duties of their position and the clothing should be neat, clean and pressed.

1.5 Items of clothing that do not meet NSW Police Force dress standards include, but are not limited to, tracksuits, football jumpers, midriff tops, torn jeans, thongs and Ugg boots. These items are not to be worn whilst at work.

1.6 In determining the specific dress requirements for unsworn officers within a Command or business unit, a Commander or Manager should consider whether their duties include the following:

- a. customer service, eg: the role of a general administrative support officer (GASO) at a police station involves regular contact with members of the public;
- b. representation at interagency meetings or community forums relating to policing issues;
- c. attendance at court or tribunals, eg: the Federal Court, Industrial Relations Commission or Administrative Decisions Tribunal;
- d. other external activities that involve contact with the community, government officials and public or private sector agencies.

1.7 Non-uniformed unsworn personnel are required to wear business attire when representing the NSW Police Force at official meetings, functions or when attending court. Trousers, shirt and tie for males and the equivalent for females are the minimum standard. Business jacket and tie for males and the equivalent for females are required for court.

1.8 A Commander or Manager has the discretion to relax the dress standards of non-uniformed unsworn personnel where appropriate, eg: attending a Christmas party or charity awareness days such as Jeans for Genes Day,

### **Grooming standards**

1.9 Non-uniformed unsworn personnel and volunteers are to maintain a reasonable standard of grooming and personal presentation in the workplace and are to be neat, clean and tidy at all times.

1.10 Generally, non-uniformed unsworn personnel are required to maintain a conservative appearance consistent with community expectations, and where appropriate cultural standards.

1.11 In the main, body piercing that is visible will not be acceptable in circumstances where the duties of the unsworn officer involve customer service or where a Commander or Manager considers there is a WH&S issue.

### **Nameplates and long service awards**

1.12 Consistent with the NSW Police Force's commitment to responsive and meaningful customer service to both external and internal customers, all personnel are to wear an NSW Police Force nameplate.

1.13 On ceremonial occasions, the appropriate long service awards may be worn by non-uniformed unsworn personnel. The long service award may be worn on an officer's shirt or dress jacket (not including fleece utility jackets).

**Corporate clothing - specific provisions**

1.14 When corporate clothing is worn, it must be worn in accordance with the performance of their official duties. It is to be neat, clean and tidy at all times and is not to be altered or modified in any way.

1.15 Discretion is available to Commanders and Managers to waive such requirement in circumstances considered appropriate and/or necessary such as:

- a. an officer is pregnant and maternity wear is not available;
- b. for cultural reasons; or
- c. on special occasions, eg: attending a Christmas party or charity awareness days such as Jeans for Genes Day.

1.16 Unsworn personnel wearing corporate clothing are reminded that they are clearly identifiable to members of the public as employees of the NSW Police Force and as such are required to maintain appropriate standards of dress, personal grooming and conduct at all times.

1.17 Corporate clothing insignia/identification is not to be displayed when visiting a bar or club during working hours; an over garment must be worn in such circumstances. Official functions at clubs such as training days are an exception.

1.18 Unsworn personnel are not to remain in corporate clothing for a longer period than is necessary for the officer to travel from their home to work and return at the end of the working day. An over garment must be worn over any item of corporate clothing as defined within this policy.

1.19 Unsworn personnel must meet the cost of repairing, or when necessary, replacement of damaged items, except when the damage occurs during the course of duty or normal wear and tear.

1.20 Unsworn personnel will be required to meet the cost of any items of corporate clothing ordered that is above the approved allocation, if issued.

1.21 Upon departure from the NSW Police Force, unsworn personnel are to return all items of clothing to their Commander or Manager. Items must be returned in good condition and must have been washed and/or dry-cleaned.



**Protective clothing and laundry allowances**

1.22 Unsworn personnel who are required or authorised by the Commissioner or their delegate to wear protective clothing or other specialised clothing in connection with the performance of official duties is entitled to an allowance in accordance with the Crown Employees (NSW Police Force Administrative Officers and Temporary Employees).

1.23 In accordance with award provisions and this policy any unsworn personnel issued with corporate clothing which has been approved by the Commissioner and listed in the corporate clothing register for unsworn personnel will be entitled to the above allowance.

## Chapter 2

### General Procedures

2.1 All corporate clothing and/or proposed changes to existing corporate clothing is to be supported by the Uniform Board (UB) and approved by the Commissioner before issued to and worn by unsworn personnel.

### Corporate Clothing Proposals

2.2 All proposals for new corporate clothing and/or amendment to existing corporate clothing is to be made by way of a written submission through the chain of command to an Assistant Commissioner or equivalent for signature before referral to the UB. The submission is to outline the business case for such proposal and include:

- a. specific reasons for the proposal including any WH&S issues if relevant;
- b. implementation costs; and
- c. funding source.

2.3 Once a submission has been received it will be listed for consideration of the UB. The Board may:

- a. recommends to the Commissioner that the proposal to issue corporate clothing or make changes to existing clothing is approved;
- b. determine that information provided in the submission is insufficient and as such seek further information; or
- c. advises the command/business unit that the proposal has not been supported.

2.4 Commands and business units will be advised whether the proposal has been supported or further information is required. In circumstances where a proposal has not been supported a Command or business unit may seek review by the Chairperson of the UB.

## **Approved Corporate Clothing**

2.5 Commanders and Managers are responsible for advising Strategic Procurement and Fleet Services of:

- a. the duty classification to be issued with the corporate clothing;
- b. the type and number of items of clothing to be issued to each officer, and
- c. any specific requirements for wearing of the corporate clothing.

2.6 An example of the format the above information should be provided as outlined in Appendix 1 and a template is available on the intranet.

## **Register of Corporate Clothing**

2.7 All approved corporate clothing is to be recorded in the corporate clothing register for unsworn officers maintained by Strategic Procurement and Fleet Services. The register is to include the following information:

- a. the date of approval,
- b. by whom approved,
- c. TRIM Ref # of approval,
- d. the duty classification to be issued with the clothing,
- e. the type and number of items of clothing to be issued to each officer, and
- f. any specific requirements for wearing of corporate clothing.

## **Purchasing and Supply**

2.8 Purchasing and supply of corporate clothing must be in accordance with existing procedures.

## Chapter 3

### Further Information

3.1 For advice on Part 1 of this document contact the Protocol and Awards Unit – EN 53222.

3.2 For advice on Part 2 of this document contact HR Policy – EN 29241.

3.3 For advice in relation to role of the Uniform Board, contact the Uniform Group, Strategic Procurement – EN: 29003 or 8835 9003.

## APPENDIX 1 to PART 2

**Date uniform approved for issue:** September 2007

| <b>Duty classification - Aboriginal Community Liaison Officers</b> |              |
|--|--------------|
| <b>Items of approved clothing</b>                                  | <b>Issue</b> |
| Reflective yellow vest, ACLO                                       | 1            |
| Chambray shirt, ACLO   | 4            |
| Fleece Utility Jacket, ACLO  | 1            |
| Jumper, ACLO   | 1            |
| Wide brimmed hat, ACLO   | 1            |
| Footwear (shoes/boots)   | 1 of each    |

### Options:

- If it is considered appropriate to wear a tie with the chambray shirt, the police issue tie is to be worn.
- Wide brimmed hats may be worn with the ACLO uniform.

### Notes:

- Uniform is compulsory while on duty unless otherwise specified by the Commander
- Uniform issued to an ACLO is NOT to be altered, changed or modified in any way.
- The reflective vest is only to be worn when performing “high profile” duty and is NOT to be worn when travelling to or from work.
- The chambray shirt is not to be worn for a longer period than is necessary for the officer to travel from their home to work and return at the end of the working day.
- Ribbon bars or medals are not to be worn on fleece utility jackets.
- Only NSW Police Force issue footwear is to be worn, if applicable.

## APPENDIX 2 to PART 2

**Date uniform approved for issue:** August 2015

| <b>Duty classification – Region Emergency Management Officers</b>                         |
|---|
| Cap, Baseball, navy (Embroided – Emergency Management Officer)                            |
| Shirt, navy, long or short sleeve (Embroided – Emergency Management Officer) (1)          |
| Shirt, chambray blue, long or short sleeve (Embroided – Emergency Management Officer) (2) |
| Shirt, polo, navy (Embroided – Emergency Management Officer) (1)                          |
| Pants, Cargo, khaki   |
| Pants, Business, navy (2)   |
| Jacket, Utility, navy (3)(4)  |
| Vest, Utility, navy (3)(4)  |
| Boots, GP, black  |
| Shoes, black, male or female (2)  |
| Sock, black   |
| Tie, navy (2)(3)  |
| Belt, black, commissioned officer   |
| Reflective Vest (poncho style), REMO (3)  |
| Wet Weather apparel (3)   |

### Notes:

1. Working Dress, worn as determined by each Region Emergency Management Officer
2. Worn for business or ceremonial occasions.
3. Worn as required.
4. Ribbon bars or medals are not to be worn.