

**Uniform Review**  
**Briefing for Chief Constable**  
**December 2008**

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**1. Introduction and purpose**

- a. Following representations made to the Chief Constable and to Uniform Users Group, a uniform review has been conducted amongst uniform staff. The review did not include uniform issued to police staff but did include uniform issued to Community Support Officers
- b. The purpose of the review was to determine if the current issue was fit for purpose for modern day policing
- c. The review focussed on all aspects of uniform issued for the purpose of general patrol.
- d. The recommendations and conclusions of the review, conducted by Chief Inspector Jim Baker and myself (Chair and Secretary Uniform Users Group) are based on consultation with officers, liaison with a neighbouring Force that has recently changed and consideration of financial and procurement issues.
- e. Surveys were conducted amongst officers attending Officer Safety Training over a period of three weeks. The Police Federation, Superintendents Association, Special Constabulary and representatives from Community Support Officers were invited to participate. In total, 200 surveys were distributed with 130 being returned. (65%)

**2. Results of survey.**

- a. 87% of officers who responded to the survey would retain the traditional police uniform of helmet, tunic, white shirt etc. for ceremonial, parades and office bound tasks with a second uniform being issued for general patrol purposes. There was agreement that the tunic was worn very infrequently.
- b. 78% of officers would retain the cap and 64% also recommending that a beret or baseball cap should also be worn with the patrol uniform
- c. 94% would retain the current fleece.
- d. 80% of officers voted for retaining the blouson jacket with 70% recommending a high viz option. Officers were also asked if there should be an alternative to the blouson. 82 officers responded with 52% stating that there should be.
- e. 42% of officers elected to retain the white or blue cotton shirt (PCSO) but in view of (2a) above, this can only refer to the white shirt being worn for general patrol.
- f. 81% of officers elected to have a wicking shirt issued to assist with body heat management generated by the constant wearing of body armour. Other alternatives considered were the dark blue cotton shirt and the black coloured polo shirt.
- g. 70% of officers elected to have a high visibility equipment carrying vest.

- h. 80% of officers voted to change the current issue of trousers to trousers with cargo pockets. A further 61% elected to have elasticised or draw string trousers leg bottoms.
- i. Following a similar review in a neighbouring Force, officers in that Force are now issued with a black coloured wicking shirt. It is referred to as an under-armour garment and can only be worn when body armour is worn. A high viz., class 2, equipment carrying jacket and trousers with cargo pockets but with standard trouser leg bottoms are also issued.

### 3. Financial Implications

- a. The establishment levels for the new Force structure will be 167 officers of constable and sergeant rank in Protected Services, 414 officers in Response, 275 in Local Policing Units, 146 Community Support Officers and an establishment level of 194 in the Special Constabulary, thus making a total uniform establishment of 1196 officers in the constable and sergeant rank.
- b. The cost of replacing the uniform as indicated by the survey would be:
  - Wicking Shirt – £23920 (Issue x 5)
  - Trousers with cargo pockets - £43056 (Issue x 3)
  - Trousers with cargo pockets and draw strings on trouser legs - £53820(Issue x 3)
  - Trousers with cargo pockets and elasticised legs, currently issued to Support Group and ARV crews - £96.876 (Issue x 3).
  - High viz. blouson - £77740 (Issue x 1)
  - High Viz. equipment jacket, (class 3) - £89700.
- c. Assuming below recommendations (7a – 7c) are adopted, the individual cost per officer is £176 (Protected Services), £140 (others) with an overall cost of £173452
- d. Further financial consideration is the cost of redundant stock which would amount to £10k for the current issue equipment vest although this figure may be reduced. The suppliers of the equipment vest have indicated that they would consider accepting some return stock if orders were received for the high viz vest. Current issue trousers without cargo pockets would be retained for issue to police staff.

### 4. Procurement issues.

#### a. Wicking shirt

There is currently no local, regional or national contract for the purchase of this garment. Forces who currently issue have not established contracts with suppliers. West Yorkshire Police are currently developing a national framework agreement which will be available in April 2009. An alternative would be for the Force to develop its own contract but this would entail a series of wearer trials lasting a minimum of 6 weeks followed by a supply lead time of a further 6-8 weeks.

- b. Trousers  
Trousers both with cargo pockets and with cargo pockets with draw strings are available on the regional contract. There would be a lead time of 8-10 week for either of these garments. The Force currently has a contract with a supplier for the supply of trousers with cargo pockets and elasticised legs, but because of the increased spend, new contracts would need to be developed.
- c. Equipment vest  
The current regional contract for the supply of the equipment vest includes both class 2 and class 3 vests. The lead time for this garment is 6-8 weeks.

## 5. Available Options

### Option 1

#### Issue wicking shirt and trousers with cargo pockets for general patrol

Retain the black waterproof blouson	No additional cost
Class 3 High Viz jacket for carrying officer appointments Worn over blouson in winter and body armour in summer or use the utility belt New issue x1 per officer	
Cost per officer	£75
<b>Total cost for issue</b>	<b>£89,700</b>
Utility Belt Already issued to all officers	No additional cost
Body armour	No additional cost
Black under armour wicking shirt (blue for P.C.S.O's) New issue x 5 per officer	
Cost per officer	£20
<b>Total cost for issue</b>	<b>£23,920</b>
Trousers with cargo pockets – elasticised bottoms for protective services and search officers New issue x 3 per officer	
Cost per officer	£81
<b>Total cost for issue</b>	<b>£13,527</b>
Trousers with cargo pockets - straight bottoms, all other departments New issue x 3 per officer	
Cost per officer	£45
<b>Total cost for issue</b>	<b>£46,305</b>
Total cost for option 1 per officer, protected services	£176
Total cost for option 1 per officer, Response and LPU	£140
Total cost for option 1 to protected services	<b>£29,392</b>
Total cost for option 1, Response, LPU, Special Constabulary and PCSOs	<b>£144,060</b>

**Total cost for Option 1****£173,452**Option 1a

As for option 1 but with elasticised bottoms and cargo pockets for all officers **Increase of** **£15,435**

Option 1b

As for option 1 but with cargo pockets only for all officers **Decrease of** **£2,505**

Option 2Issue High Viz Blouson

New Issue x 1 per officer

Cost per unit **£65**

**Total cost for issue** **£77,740**

Body armour **No additional cost**

Black under armour wicking shirt  
(blue for P.C.S.O's)

New issue x 5 per officer

Cost per officer **£20**

**Total cost for issue** **£23,920**

Utility Belt

Already issued to all officers **No additional cost**

Trousers with cargo pockets – elasticised bottoms for protective services and search officers

New issue x 3 per officer

Cost per officer **£81**

**Total cost for issue** **£13,527**

Trousers with cargo pockets - straight bottoms, all other departments

New issue x 3 per officer

Cost per officer **£45**

**Total cost for issue** **£46,305**

Total cost for option 2 per officer, protected services **£166**

Total cost for option 2, Response, LPU, Special Constabulary and PCSOs **£130**

Total cost for option 2 to protected services **£27,722**

Total cost for option 2, Response, LPU, Special Constabulary and PCSOs **£133,770**

**Total cost for Option 2** **£161,492**

Options 2a and 2b follow option 1 with choices of trousers with cargo pockets and are similarly costed to Option 2.

Issue/Risk

**Appointments carried under blouson jacket**

Option 3Withdraw Equipment Vest

High Via blouson, new issue x 1 per officer	
Cost per unit	£65
<b>Total cost for issue</b>	<b>£77,740</b>
Body armour	
No new cost - subject to separate contractual negotiations	
Body armour carrier, incorporating attachments for officers' appointments	
Not available until replacement body armour is issued, but it is possible to incorporate within the new contract	
There is a need for an intermediate solution, which could be the introduction of the utility belt, which is already general issue for all officers	
Black under armour wicking shirt (blue for P.C.S.O's)	
New issue x 5 per officer	
Cost per officer	£20
<b>Total cost for issue</b>	<b>£23,920</b>
Trousers with cargo pockets – elasticised bottoms for protective services and search officers	
New issue x 3 per officer	
Cost per officer	£81
<b>Total cost for issue</b>	<b>£13,527</b>
Trousers with cargo pockets - straight bottoms, all other departments	
New issue x 3 per officer	
Cost per officer	£45
<b>Total cost for issue</b>	<b>£46,305</b>
Total cost for option 3 per officer, protected services	£166
Total cost for option 3, Response, LPU, Special Constabulary and PCSOs	£130
Total cost for option 3 to protected services	<b>£27,722</b>
Total cost for option 3, Response, LPU, Special Constabulary and PCSOs	<b>£133,770</b>
<b>Total cost for Option 3</b>	<b>£161,492</b>

Options 3a and 3b follow option 1 with choices of trousers with cargo pockets and are similarly costed to Option 3.

Risk/issues

Not suitable for ARV officers

Limits option for wearing of high viz equipment

Option 4Issue High Viz Coat

As option 1 and 3 but replacing high viz blouson

New Issue x 1 per officer

Cost per unit

£96

**Total cost for issue**

**£114,816**

Body armour

No additional cost

Black under armour wicking shirt  
(blue for P.C.S.O's)

New issue x 5 per officer

Cost per officer

£20

**Total cost for issue**

**£23,920**

Utility Belt

No additional cost

Already issued to all officers

Current issue of equipment vest

No additional cost

Trousers with cargo pockets – elasticised bottoms for  
protective services and search officers

New issue x 3 per officer

Cost per officer

£81

**Total cost for issue**

**£13,527**

Trousers with cargo pockets - straight bottoms, all other  
departments

New issue x 3 per officer

Cost per officer

£45

**Total cost for issue**

**£46,305**

Total cost for option 4 per officer, protected services

£197

Total cost for option 4, Response, LPU,  
Special Constabulary and PCSOs

£161

Total cost for option 4 to protected services

**£32,899**

Total cost for option 4, Response, LPU,  
Special Constabulary and PCSOs

**£165,669**

**Total cost for Option 4**

**£198,568**

Options 4a and 4b follow option 1 with choices of  
trousers with cargo pockets and are similarly costed to  
Option 4.

Risk/issues

Appointments carried under jacket

Cannot be worn with elasticised bottoms

**6. Conclusions**

- a. Survey clearly indicates that officers feel that there is need for change. Body heat management is a real issue for officers. Officers also felt that trousers with cargo pockets were smarter and more practical. In terms of officer safety, there was a strong demand for high viz. clothing although alternative provision would need to be made for firearms officers and those engaged on covert operations.

- b. Similar reviews have been conducted in other Forces resulting in change.
- c. Although initial costs are considerable, no additional recurring costs have been identified.
- d. Additional work may be necessary to procure some clothing within the terms of Police Authority Standing Orders.
- e. Wearing of tunics is very limited by officers of constable/sergeant rank

**7. Recommendations**

- a. That the Force issue wicking shirts to be worn solely when body armour is worn. Black in colour for Police officers and blue for PCSOs. Researches conducted in other Forces indicate that the wearing of a wicking garment adds to wearer comfort when body armour is worn.
- b. That the Force issue trousers with cargo pockets only, to officers deployed as Response officers and those based in the local policing units. Very little justification was forthcoming to warrant issuing trousers with draw string or elasticised leg bottoms. Originally issued to ARV crews to assist with deployment in undergrowth etc., which would not be the case for general patrol purposes. This option would also permit the trousers to be worn in office based situations. In addition trousers designed with draw strings or elasticised leg bottoms have to be worn with boots thus taking away the officer's personal choice. Based on previous re
- c. That officers are issued a class 3 high viz equipment vest for general patrol duties. In this way personal protective equipment is always readily available and not being carried underneath another garment.
- d. That research is conducted with a view to providing tunics on a hiring-in arrangement.
- e. Implementation is phased with those officers in Protective Services the first to receive, followed by Response Officers, Local Policing Units, the Special Constabulary and finally PCSOs.
- f. That the consultation process is completed by discussing recommendations with appropriate staff associations.
- g. **Option 1 is the preferred option.**

**Doug Warren**  
**Head of Central Services**

**Chief Inspector James Baker**

**18<sup>th</sup> December 2008**