

Joint Organisational Learning Action Note

Date Issued:	12 August 2015	Action to be completed by:	14 December 2015
Reference Number:	2015-001	Progress Report Required (Y/N):	Yes Returns by 31 October 2015
Action Owner:	Service JESIP Strategic Leads*	Approved By:	Interoperability Board

**As approved by the Interoperability Board, local JESIP Strategic Leads are the strategic point of contact in each service. They have accountability for delivery and implementation of JOL recommendations.*

Action required by:

Fire & Rescue ✓	Police	Ambulance ✓	LRF
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For Information to:

Fire & Rescue	Police ✓	Ambulance	LRF ✓
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Summary of Issue / reason for action:	Police Commanders not wearing Police Incident Commander tabards at public order events / incidents.		
JOL Recommendation and Action Required:	<ol style="list-style-type: none"> To share information regarding how police incident commanders can be identified by other services at public order events with all relevant fire & rescue and ambulance service staff For all fire & rescue and ambulance services to incorporate information about this alternative identification method in local operating procedures / staff training where relevant. 		
Learning Outcome:	Ensure all relevant staff understand the specific uniform marking used by police at public order incidents / events to underpin joint working, aid co-location and identification of commanders at the incident/event scene.		
Action to be taken by:	<u>All</u> fire & rescue and ambulance services		
Progress Report Method:	<p>In order to allow time for this action note to be acted upon, all fire & rescue and ambulance services must confirm their progress to the JESIP team by 31 October 2015.</p> <p>Progress update is expected to explain:</p> <ol style="list-style-type: none"> When and how the attached information has been shared with staff; and, Confirmation of plans and timelines to incorporate this information into local operating procedures / training in future. <p>Further information on how to report this progress will be shared with local JESIP Strategic Leads in September 2015.</p>		
For Further information or Discussion contact:	JESIP Senior User - Julian Frost Julian.Frost@Bedfordshire.pnn.Police.uk	JESIP team contact@jesip.org.uk	

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Reason for Action

Following a number of Lessons Identified received through the JOL App, it has emerged there are certain situations when it is not appropriate for police officers to wear an identifying incident commander tabard. This is mainly to protect the safety of officers in environments where identification may make them a target. In these cases alternative colour coded uniform marking is utilised which staff from fire & rescue and ambulance services would benefit from understanding. This is explained below.

Background Information

When dealing with large public events or civil disorder, police forces may deploy some officers as part of police support units (PSUs). A PSU is the basic unit for mobilisation and is defined as 18 police constables, three police sergeants and a police inspector in protected police carriers - vans with reinforced windows and protective grills.

If PSUs are deployed there will be a command structure in place based on the strategic, tactical, operational model. PSU officers may be deployed in conventional police uniform or in specialist clothing.

Following a national colour scheme (see following page), police commanders deployed as part of a public order response, will wear coloured epaulettes to identify their role.



Figure 1 - Operational Commander Epaulettes



Figure 2 - PSU Commander Epaulettes

The example shown in Figure 1 would be an **Operational Commander (Police Bronze – see page 3)**. The yellow epaulettes identify the on-scene police commander for fire & rescue and ambulance to co-locate with. The police Operational Commander may have responsibility for a number of PSU Commanders.

A PSU Commander would be identified by red epaulettes as shown in Figure 2.

Rank markings and/or other information may be shown on helmets.

There also are specialist roles that may be deployed alongside PSUs.

These do not form part of the command structure but the officers may wear the relevant colour coded epaulettes, for example a Police Medic would have green epaulettes. Some services supplement epaulettes with other colour coded items such as tabards.



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Police National Colour Scheme

The national colour scheme utilised by police in the UK helps identify officers involved:

	Role	Epaulette Colour
Command Roles	Operational (Bronze) Commander	Yellow
	PSU Commander (Inspector)	Red
	PSU Sergeants	White
Specialist Roles	Evidence Gatherers	Orange
	Police Medic	Green
	Tactical Advisor	Royal Blue
	Attenuated Energy Projectile (Baton Gun)	Light Blue
	Police Liaison team	Light Blue Tabards

In addition, the same colour codes may be used at CBRN events, where some services issue staff with coloured respirator speech modules aligned to the national colour scheme above.

Police Operational (Bronze) Commanders

When police deploy staff at major events, they may deploy a number of Operational “bronze” commanders; each identified by a number and each responsible for a different resource or capability which may also include a function or geographical area.

For example, in the case of policing a major event such as a football match:

- Bronze 1 may be 2 x PSU’s responsible for geographical areas (inside a stadium for example);
- Bronze 2 may be traffic;
- Bronze 3 may be a mounted unit (functional) and so on.

A Police Operational (Bronze) Commander has overall responsibility for command and control of their respective resource or capability.

JESIP suggests that services should liaise with their local police service to familiarise themselves with what is utilised locally.

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