European Police Union (EPU)
Minimum Standards for Maximal Security Project
Uniform, Equipment & Training
Research steps:

The collection of data!

a) Survey

b) Legislation – to prove the data from a Survey
Survey details:

- Online survey
- November 2016
- 52 questions
- 15 countries:
  - Ukraine
  - Germany
  - Serbia
  - Austria
  - Bulgaria
  - Croatia
  - Latvia
  - Moldova
  - Spain
  - Lithuania
  - Malta
  - Portugal
  - Romania
  - Netherlands
  - Bosnia and Herzegovina
52 questions

- Basic Informative Questions 3
- Uniform questions 20
- Training Questions 12
- Equipment Questions 17

X 15 Countries  780 answers
It is either the Law that is the problem, in which it is regulated badly or not regulated at all, or it can be the Practice, in which the Law is not implemented, or simply it is violated.
The final product of Research is the Official Report

- Useful:
  - Collectively → EPU
  - Nationally → Ministries and/or Parliaments
How is that done?

Through Collective complaints to European Institutions:

a) EU’s Parliament
b) EU’s Commission
c) EU’s Council
d) …
• Survey was aimed to get the better understanding of occupational safety within European police organizations.

• Questions were asked about the personal protection equipment, weapons/equipment and clothing (uniform), as well as information on training and retraining.

• It also sheds the light on the psycho-social police workload and the circumstances that it is done under in different European countries.
The basic kit of the uniform provided by the employer at the time of employment in different European countries

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<th>Summer jacket</th>
<th>Caps</th>
<th>Underwear (thermo)</th>
<th>Bullet and stab proof vest</th>
<th>Brogues</th>
<th>Skirts</th>
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The basic kit of the uniform provided by the employer at the time of employment in different European countries.
# Uniform Wearing Periods Comparative Analysis

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**Summer Uniform**

**Winter Uniform**
Basic police equipment

Q26 Do police officers carry handcuffs? (yes/no)
- Yes: 100%
- No: 0%

Q27 Do police officers carry a baton? (yes/no)
- Yes: 100%
- No: 0%
Basic police equipment

Q28 Do police officers carry pepperspray? (yes/no)
Answered: 14  Skipped: 1

Q30 Do police officers have any other safety equipments items (bodycams, tasers, etc.)? (yes/no)
Answered: 14  Skipped: 1
Serbia is 1 of 3 countries whose Police Officers do not carry pepper spray

Serbian Police Act of 2016 states that police officers are equipped with taser guns and paper sprays, but they aren’t
Communication Instruments:

Q35 do police officers have a (mobile) duty phone? (yes/no)

Answered: 15  Skipped: 0
Vehicles (Police patrol and traffic cars)

- extreme differences
- &
- extreme deviations
<table>
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<tr>
<th>CAR EQUIPMENT / COUNTRY</th>
<th>Netherlands</th>
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<td>Paper and plastic bags</td>
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<td>GPS for tracing the patrol</td>
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Training & Prevention Issues:

• In just a few of the surveyed countries policemen and women, depending on their positions and career advancements, receive additional training in, for example, communications, medical (first aid), IT courses, foreign languages, Schengen regulations, traffic monitoring, documents forging, forensics, etc.

• We have also registered how police officers are being exposed to contagious infectious diseases, especially those working with refugees, and are not provided with vaccinations and proper medical care.
In Conclusion:

• Police officers require personal protection equipment if they are to work in a safe and healthy manner.

• With the results of our research we can confirm that equipment of suitable quality is not always available in the required numbers, especially in Eastern European countries.

• Police officers in Europe have regularly lost their lives or have been heavily wounded due to ineffective or missing equipment.
To establish minimum standards for the European police officers when it comes to their Uniforms, Equipment and Training.
Mr. Sven Seliger
Footwear Expert for Police and Military in EU, Asia and Middle East
Press Conference EPU  ‘Police Footwear: example Bulgaria’

Haus der Bundespressekonferenz, Schiffbauerdamm 40, 10117 Berlin
2nd of November 2017, 10-00-12-00

Sven Seliger, Professional Footwear, W.L. Gore & Associates GmbH
Footwear Expert for Police and Military in EU, Asia and Middle East for the Public Sector
Special Adviser of EPU

Contact: Sven Seliger, W. L. Gore & Associates GmbH, D-85640 Putzbrunn, sseliger@wlgore.com
The Needs of modern procurement for professional footwear

Protection → Secure the wearer

Comfort → Focus on the mission

Most Economic Solution → Investment vs. Spending

Understanding the use of a product and the needs of wearer is essential.
What is nowadays important to police officers in terms of footwear?

COMFORT, WEIGHT, DESIGN, WATERPROOFNESS, DURABILITY, BREATHABILITY, STABILITY & SUPPORT
Comfort, Weight, Breathability & Design are often discussed needs
Is there a problem to solve, need / want?

Germany:
- Weight 60 - 35
- Comfort 60 - 35
- Grip / Traction 14 - 2
- Design
- Waterproof 34 - 15
- Breathable
- GORE-TEX®
- Price
- Sweaty feet
- Stability / Support
- Durability
- Cushioning

UK:
- Comfort 105 - 60
- Weight 105 - 60
- Waterproof
- Price
- Durability
- GORE-TEX®
- Look / Design 59 - 35
- Running
- Grip / Traction 34 - 15
- Stability / Support
- Breathable
- Sweaty feet

France:
- Comfort 88 - 31
- Weight 88 - 31
- Design
- Breathable
- Durability
- Waterproof
- GORE-TEX®
- Look / Design 28 - 18
- Running
- Support 16 - 4
- Cushioning

Source: copzone.de, securitytreff.de, policeuk.com, ukpoliceonline.co.uk, police-info.com; police-nationale.frbb.net; police.online.fr; forumgend.free.fr
Research about acceptance of current issued police footwear in Bulgaria as an example

- October 2017 (4 days)
- 133 officers replied by questionnaire through social media
- 12 officers by F2F interview

Out of the replies, 80% of officers use the official issued police boot, about 20% buy their own boots.
COMFORT / PAIN

Do you feel **comfort**able in the official police boots?
- Yes: 38%
- No: 62%

Do you feel **pain** in the official police boots?
- Yes: 50%
- No: 50%

**COMFORT** - is not about relax and joy

**COMFORT** - is about HEALTH, MISSION FOCUS and DUTY EFFECTIVENESS
Do you get **wet feet** during rain/snow/wet conditions?

- Yes: 76%
- No: 24%

Do you **sweat** in your boots?

- No: 8%
- Slightly: 48%
- Strongly: 44%

Lack of waterproofness and breathability (sweat out) is a main cause of temperature (hot & cold) issues and as a result tends to cause serious feet injuries.
GORE-TEX® Footwear Test Report

The information contained in this telecopy is confidential and is destined for the exclusive use of the addressee(s). Anyone receiving this telecopy who is not the addressee should not divulge or reproduce the contents thereof. If you have received this transmission in error, please notify us by telephone immediately. Thank you for your cooperation. If you do not receive all pages or page is not legible, please call GORE as soon as possible.

Customer: TUPESI
2, Angel Kanchev Str. fl M office 8
Sofia 1000
Bulgaria

Gore: Stephan Sciulli
Print Date: 22.09.2017

Production:

The release applies exclusively to the tested shoe with reference to the executed tests. No liability can be derived from quality fluctuations in the production and the materials used. The consistent quality must be ensured by the Footwear Manufacturer.

<table>
<thead>
<tr>
<th>Style Name</th>
<th>Style #</th>
<th>Competitive Fabric</th>
<th>Date</th>
<th>Size</th>
<th>Height</th>
<th>Segment Type</th>
<th>Test Number</th>
<th>Wet Flex Test [Movements]</th>
<th>Contralage [ml] [Water Level]</th>
<th>FBT</th>
<th>Analysis</th>
<th>Status [Fair]</th>
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</thead>
<tbody>
<tr>
<td>Police Boot</td>
<td></td>
<td>Other Materials</td>
<td>14.09.2017</td>
<td>47</td>
<td>High</td>
<td>TOP Performance Comfort: Military/LES Competitor</td>
<td>L: 1422512601R:</td>
<td>Result: 9 900 ml 12 500 ml</td>
<td>Target: 2.2 Result: 2.2</td>
<td>2.0</td>
<td>Not OK</td>
<td></td>
</tr>
</tbody>
</table>

Comments:
- NOT WATERPROOF
- NOT BREATHABLE ENOUGH
- NOT FIT FOR USE
Cold stress but also heat stress causes discomfort, reduce mission focus and effectiveness. Over the long term serious health issues may occur.
65% of officers report that their official issued police boot is broken within the first 12 months, however only 36% can replace their boots within the first 12 month – conclusion: a minimum of 29% perform their daily duty with damaged footwear already in the first year of use.

Even though, 53% of officers have to use their boots for more than 24 months - out of these 89% are already damaged or broken.
How **satisfied** are you with the official police boot?

- **Very satisfied**: 0%
- **Satisfied**: 18%
- **Not satisfied at all**: 35%
- **Not satisfied**: 47%

Do you feel **well secure** in your boots?

- **Yes**: 20%
- **No**: 80%

**82%** of respondents were not satisfied or not satisfied at all and **80%** do not feel secured well enough to preform their daily duty.
62% of respondents define their official issued boots as uncomfortable, but 91% of respondents mentioned *comfort* as a very important characteristic of their duty footwear.
Conclusion

These results show:

Current official Police Boot in Bulgaria don’t fulfill nowadays requirements and needs policemen and –women have during their daily duty, thus the issued boots do not secure the officers as necessary to perform their job properly and to protect the population in nowadays environments.
Establishing Minimum Standards for Maximal Security

Mr. Rainer Wendt
Federal Chairman of the German Union of Police Forces
EPU’s Proposed Minimum Standards for the Police Equipment

- Handgun
- Handcuffs
- Taser
- Torch (flashlight)
- Bullet and stab proof vest
- Two way radio (walkie-talkie)
- Pepper spray
- Baton

EPU’s Proposed Minimum Standards for the Male and Female Police Uniforms

- Regular and “baseball” cap
- Shirts - 3 pcs
- Tie - 2 pcs
- Belt
- 2 pair of pants
- Underwear (thermo)
- 2 x Regular socks
- 2 x Thermo socks
- 2 skirts for female officers
- Summer and winter shoes
- Other pieces of upper body uniform:
  - 2 jackets (summer & winter)
  - 2 blouses
  - Rainwear
  - Sweater
  - Gloves
  - Sports bra for female officers
EPU’s Proposed Minimum Standards for the Police Patrol & Traffic Control Cars

- Radio/Communication station
- GPS for tracing the patrol
- Digital camera
- Mobile phone
- GPS navigator system
- Computer
- Auxiliary lights
- Alcohol monitoring device
- Beacon and siren for emergencies

EPU’s Proposed Minimum Standards for the Police Patrol & Traffic Control Cars

- Paper and plastic bag
- Safety helmet
- Blankets
- First aid box
- Fire extinguisher
- Seat belt cutter
- Facemask
- Glove (plastic)
- Dog collar and dog catcher
- Tire groove meter
- Chalk
- Bullet proof vests
- Police (barricade) tape
- Cones to turn off the location of collision
- Step signs, front and rear
- Safety vests (yellow/orange)
- Rescue rope
EPU’s Proposed Minimum Standards on the Police Training & Retraining

All police officers should be vaccinated on regular basis against infectious diseases, such as Hepatitis, TBC and other health hazards.

All police officers should be retrained regularly on:
- Use of firearms (shooting ranges minimum 10hr per year);
- Use of coercive measures/public and self-defense (counter-violence);
- Updates on the regulation changes;
- Driving under extreme circumstances (speed chases and etc);
- Communication & Community Policing

For those who are motivated and able to pursue career advancements, departments should provide additional training in: communications, medical (first aid), IT courses, foreign languages, Schengen regulations, monitoring, documents forging, forensics, etc.