



# European Police Union (EPU)

## Minimum Standards for Maximal Security Project

### Uniform, Equipment & Training

Berlin, November 2<sup>nd</sup> 2017

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# 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**



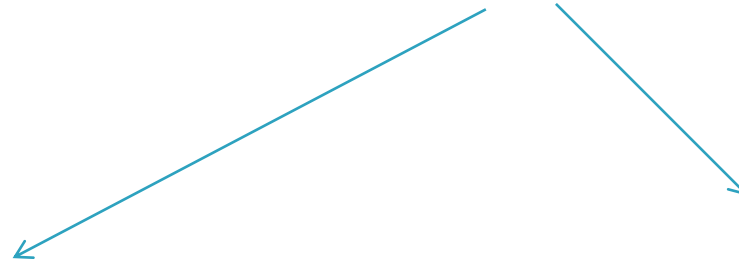
# Analysis of the Collected Data



extreme differences  
&  
extreme deviations



Look for the cause (root) of  
the problem



It is either the Law that is the problem, in  
which it is regulated badly or not  
regulated at all



or

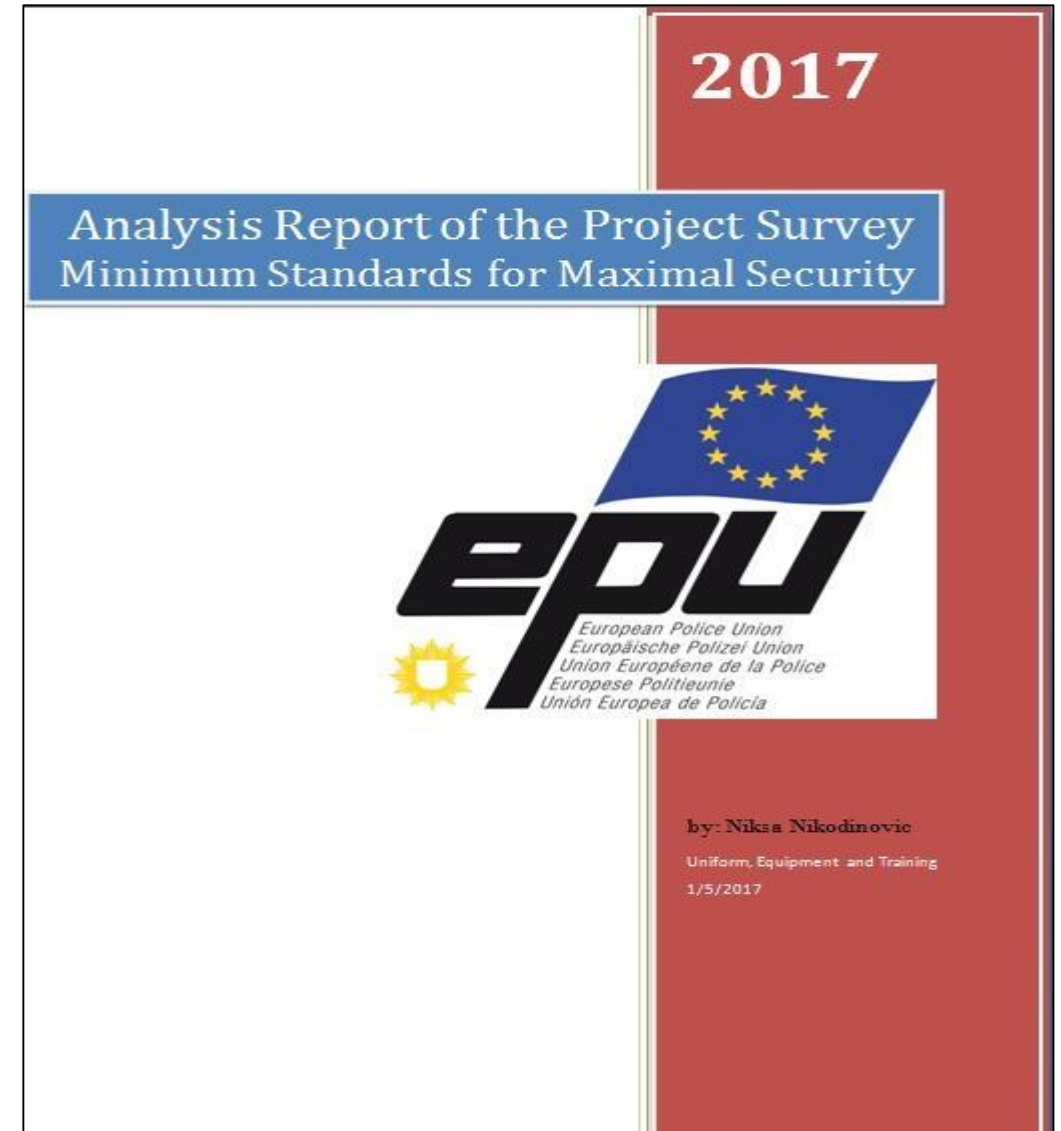
It can be the Practice, in  
which the Law is not  
implemented, or simply it  
is violated



# The final product of Research is the Official Report

## ► Useful:

- Collectively  EPU
- Nationally  Ministries and/or  
Parliaments



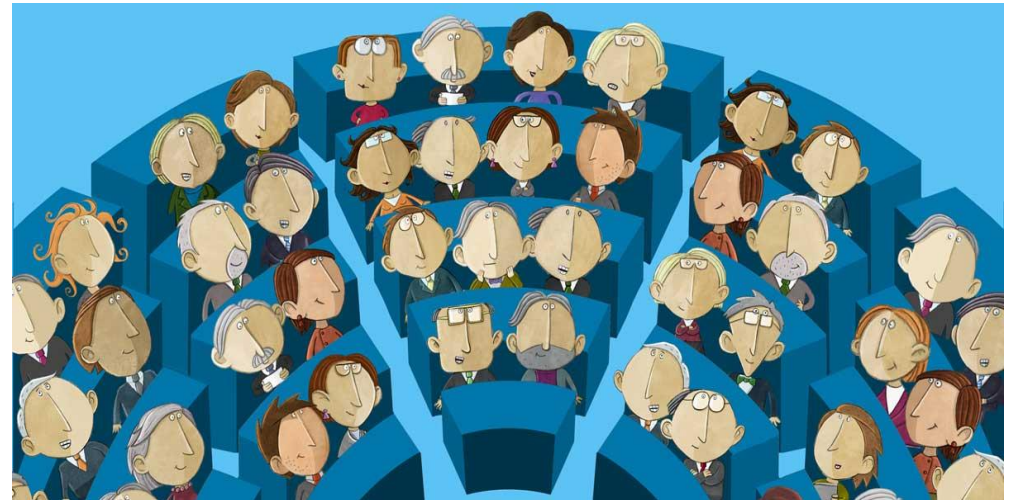
# How is that done?

**Through Collective complaints to European Institutions:**

- a) EU's Parliament
- b) EU's Commission
- c) EU's Council
- d) ...



**National Bargaining**



# To be clear

- 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.



# Uniforms Comparative Analysis

	Pants	Shirts	Socks	Shoes	Winter jacket	Summer jacket	Caps	Underwear (thermo)	Bullet and stab proof vest	Blouses	Skirts	Belts	Ties	Rainwear	Sweaters	Gloves	Sports bra
COUNTRY	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs
Netherlands	2	4	5	2	1	1	1	1	1	3	1	1	2	1	2	1	0
Serbia	2	4	5	2	1	1	1	0	0	1	0	1	1	1	1	1	0
Ukraine	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	0
Bulgaria	2	3	2	2	1	1	1	0	0	1	2	1	1	1	1	1	0
Romania	2	2	4	2	1	1	2	1	0	2	2	1	1	1	1	1	0
Bosnia	2	2	2	1	1	1	1	0	0	0	2	1	1	1	0	1	0
Lithuania	2	2	0	2	1	1	2	0	0	2	2	2	1	0	1	1	0
Latvia	1	2	2	2	1	1	1	0	0	0	0	1	1	0	1	1	0
Germany	2	2	3	2	1	1	2	0	1	1	2	1	2	1	1	1	1
Malta	1	2	2	1	1	0	1	0	0	0	1	1	1	0	1	1	0
Portugal	2	2	2	1	1	1	2	0	0	1	0	1	1	0	1	0	0
Croatia	4	4	5	2	1	1	2	1	0	0	0	1	0	1	1	1	0
Austria	3	0	5	2	1	1	1	0	0	0	5	0	1	1	1	1	1
Moldova	2	2	2	2	1	1	1	0	0	1	2	1	1	1	1	1	0
Spain	2	2	1	1	1	0	2	0	1	2	1	1	1	0	1	1	0



The basic kit of the uniform provided by the employer at the time of employment in different European countries

# Uniform Wearing Periods Comparative Analysis

Country	1-2 years	3-4 years	5-6 years	7-8 years
Netherlands		X		
Serbia				X
Ukraine		X		
Bulgaria			X	
Romania	X			
Bosnia and Herzegovina		X		
Lithuania		X		
Latvia		X		
Croatia		X		
Austria	X			
Moldova			X	
Spain		X		

Summer Uniform

Country	1-2 years	3-4 years	5-6 years	7-8 years
Netherlands		X		
Serbia				X
Ukraine			X	
Bulgaria			X	
Romania		X		
Bosnia and Herzegovina		X		
Lithuania		X		
Latvia		X		
Croatia		X		
Austria	X			
Moldova			X	
Spain		X		

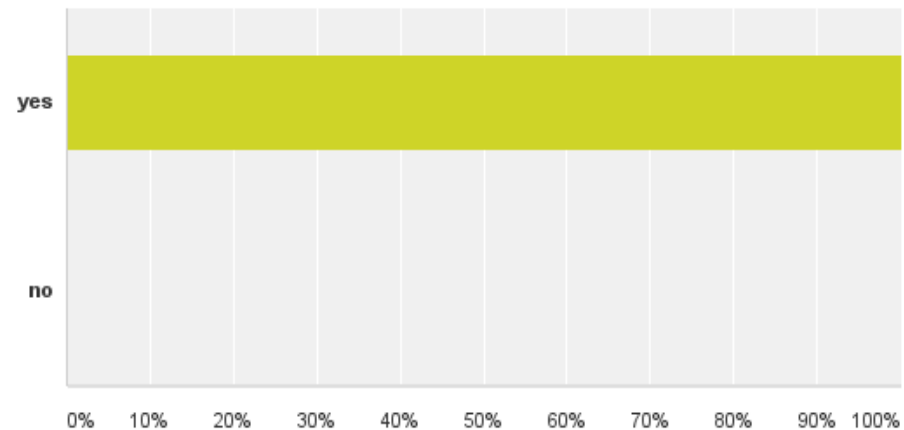
Winter Uniform



# Basic police equipment

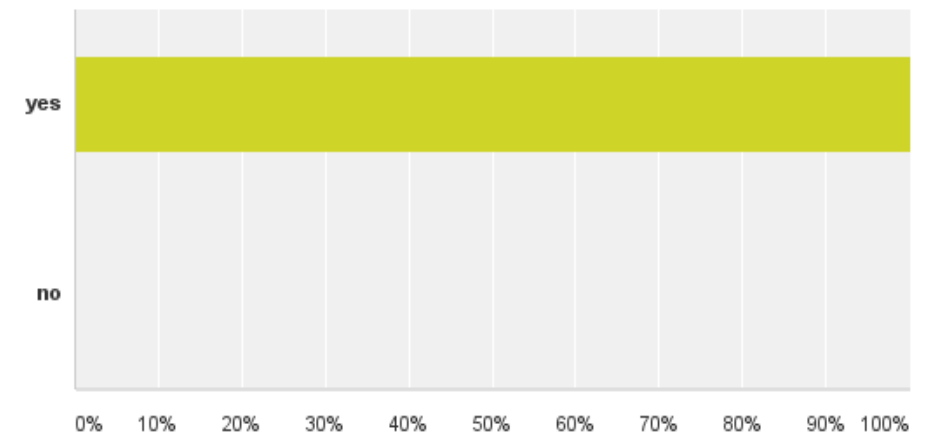
**Q26 do police officers carry handcuffs  
(yes/no)**

Answered: 15 Skipped: 0



**Q27 Do police officers carry a baton?  
(yes/no)**

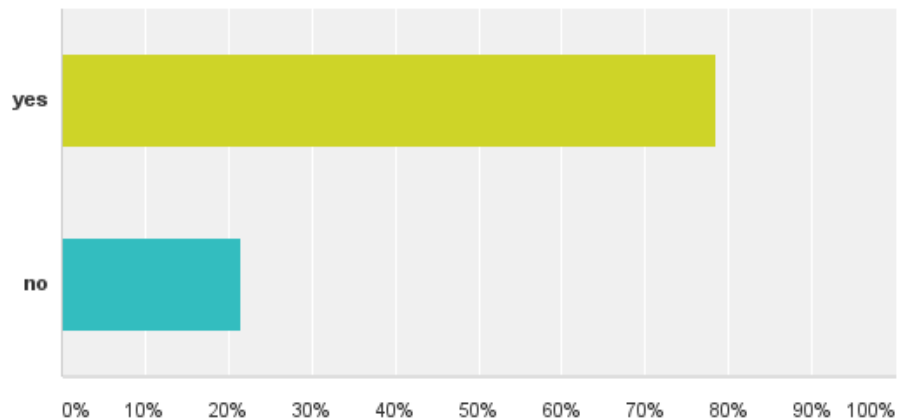
Answered: 15 Skipped: 0



# Basic police equipment

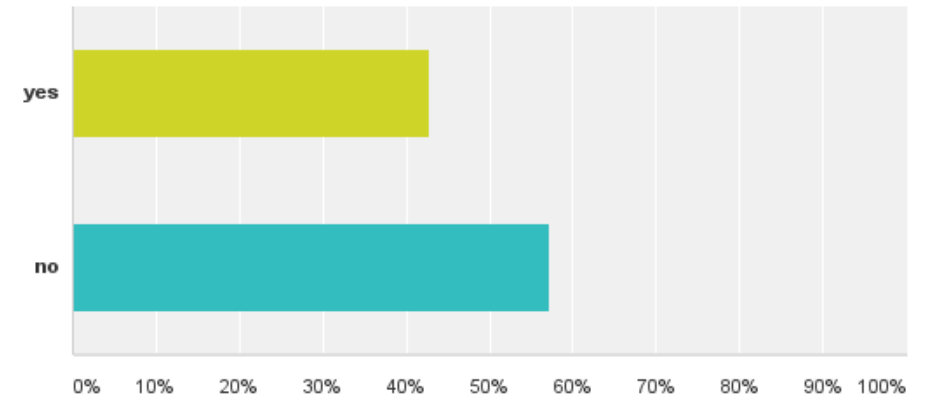
**Q28 Do police officers carry pepperspray?  
(yes/no)**

Answered: 14 Skipped: 1



**Q30 Do police officers have any other  
safety equipments items (bodycams, tasers,  
etc.)? (yes/no)**

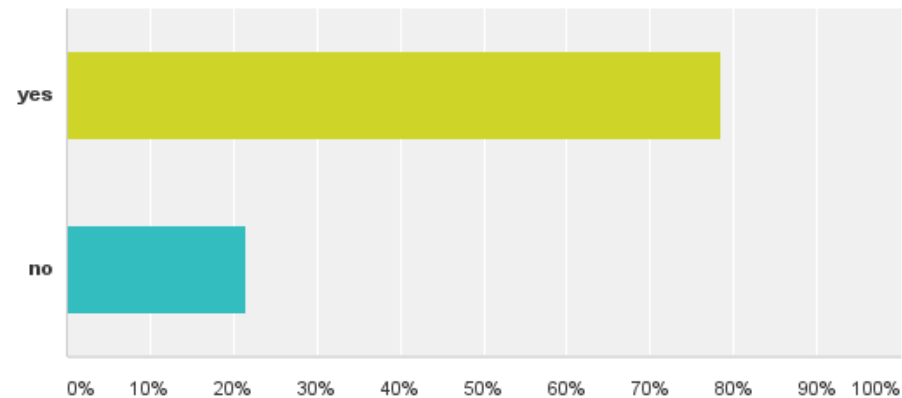
Answered: 14 Skipped: 1



# Example where it is in the Law but not in the Practice

**Q28 Do police officers carry pepperspray?  
(yes/no)**

Answered: 14 Skipped: 1



Serbia is 1 of 3 countries whose Police Officers do not carry pepper spray

## Sredstva prinude i njihova upotreba Vrste sredstava prinude i uslovi za upotrebu Član 105.

Sredstva prinude u smislu ovog zakona jesu:

- 1) fizička snaga;
- 2) raspršivač sa nadražujućim sredstvom;
- 3) elektromagnetna sredstva;
- 4) službena palica;
- 5) sredstva za vezivanje;
- 6) specijalna vozila;
- 7) službeni psi;
- 8) službeni konji;
- 9) sredstva za zaprečavanje;
- 10) uređaji za izbacivanje mlazeva vode;
- 11) hemijska sredstva;
- 12) posebne vrste oružja i sredstava;
- 13) vatreno oružje.

Policijski službenik sredstva prinude upotrebiće samo ako se na drugi način ne može izvršiti zadatak i to suzdržano i srazmerno opasnosti koja preči zakonom zaštićenom dobru i vrednosti, odnosno težini dela koje se sprečava ili suzbija.

Policijski službenik uvek će upotrebiti najblaže sredstvo prinude kojim se može postići zakoniti cilj, srazmerno razlogu upotrebe i na način kojim se službeni zadatak izvršava bez nepotrebnih štetnih posledica.

Policijski službenik će pre upotrebe sredstva prinude na to upozoriti lice prema kome sredstvo namerava da upotrebi, ako je to u datoj situaciji moguće i neće dovesti u pitanje izvršenje službene radnje.

Policijski službenici prilikom upotrebe sredstava prinude dužni su da čuvaju ljudske živote, prouzrokuju što manje povreda i materijalne štete, kao i da osiguravaju da se pomoć povređenom ili ugroženom licu što pre pruži i da njegovi najbliži o tome što pre budu obavešteni.

Policijski službenici pohađaju obuku o upotrebi sredstava prinude koju organizuje Ministarstvo.

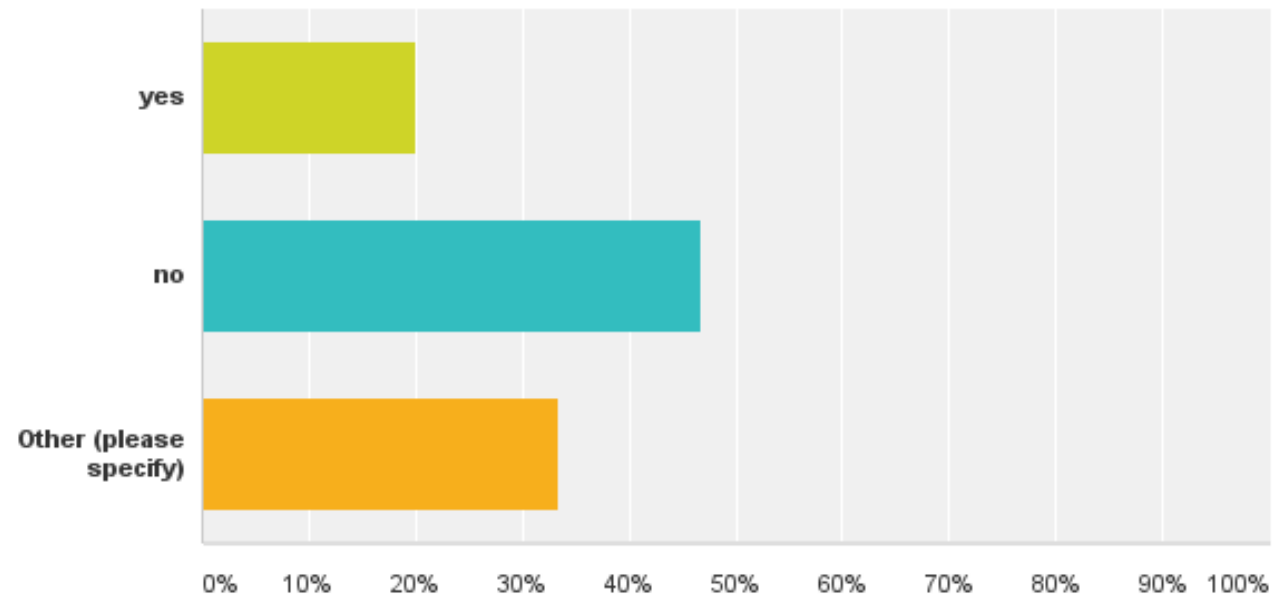
Serbian Police Act of 2016 states that police officers are equipped with taser guns and paper sprays, **but they aren't**

# 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



# Car Equipment Comparative Analysis

CAR EQUIPMENT / COUNTRY	Netherlands	Serbia	Ukraine	Bulgaria	Romania	Bosnia	Lithuania	Latvia	Germany	Malta	Portugal	Croatia	Austria	Moldova	Spain
Mobile Phone	✓		✓										✓		
Beacon and siren for emergencies	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GPS navigator system	✓		✓					✓					✓		✓
Stop signs, front and rear	✓		✓		✓		✓	✓	✓	✓	✓	✓		✓	✓
Auxiliary lights	✓		✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
Safety vests (yellow/orange)	✓		✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Cones to turn off the location of a collision	✓		✓		✓		✓					✓	✓	✓	✓
Rescue rope	✓		✓		✓		✓							✓	✓
Fire Extinguisher	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
First aid box	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chalk	✓		✓		✓				✓				✓	✓	
Bullet proof vests	✓		✓				✓		✓		✓		✓		
Tire groove meter	✓				✓		✓		✓					✓	
Computer	✓		✓				✓	✓							
Dog collar and dog-catcher	✓		✓										✓		
Gloves (plastic)	✓		✓		✓		✓		✓			✓	✓		✓
Facemask	✓		✓				✓								
Seat belt cutter	✓				✓		✓		✓				✓		
Paper and plastic bags	✓				✓				✓			✓	✓	✓	✓
Safety helmet	✓		✓						✓				✓	✓	
Digital camera	✓		✓				✓	✓	✓				✓		
Blankets	✓												✓		
Alcohol monitoring device	✓		✓				✓		✓	✓	✓	✓	✓	✓	
Radio / Communication station		✓		✓		✓	✓	✓				✓			
GPS for tracing the patrol				✓				✓				✓			



# 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.

# What is our goal here?

To establish minimum standards for the European police officers when it comes to their Uniforms, Equipment and Training.

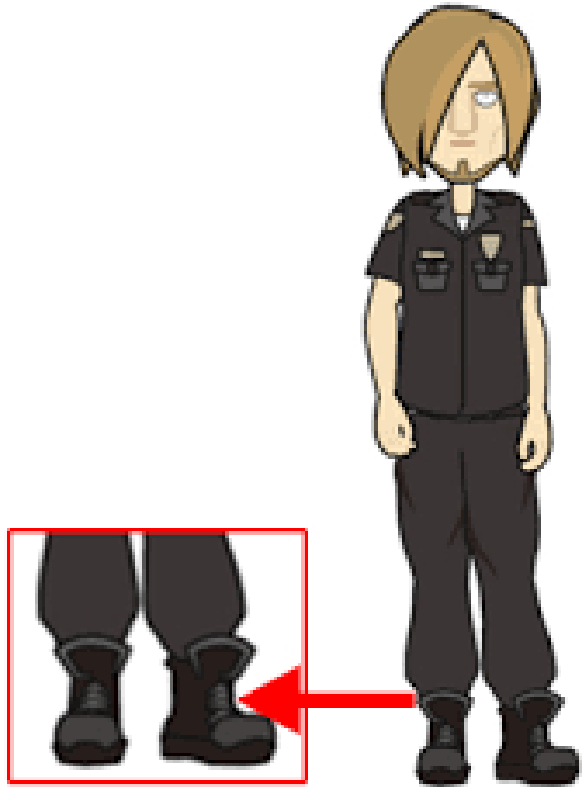












**Mr. Sven Seliger**

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](mailto: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.



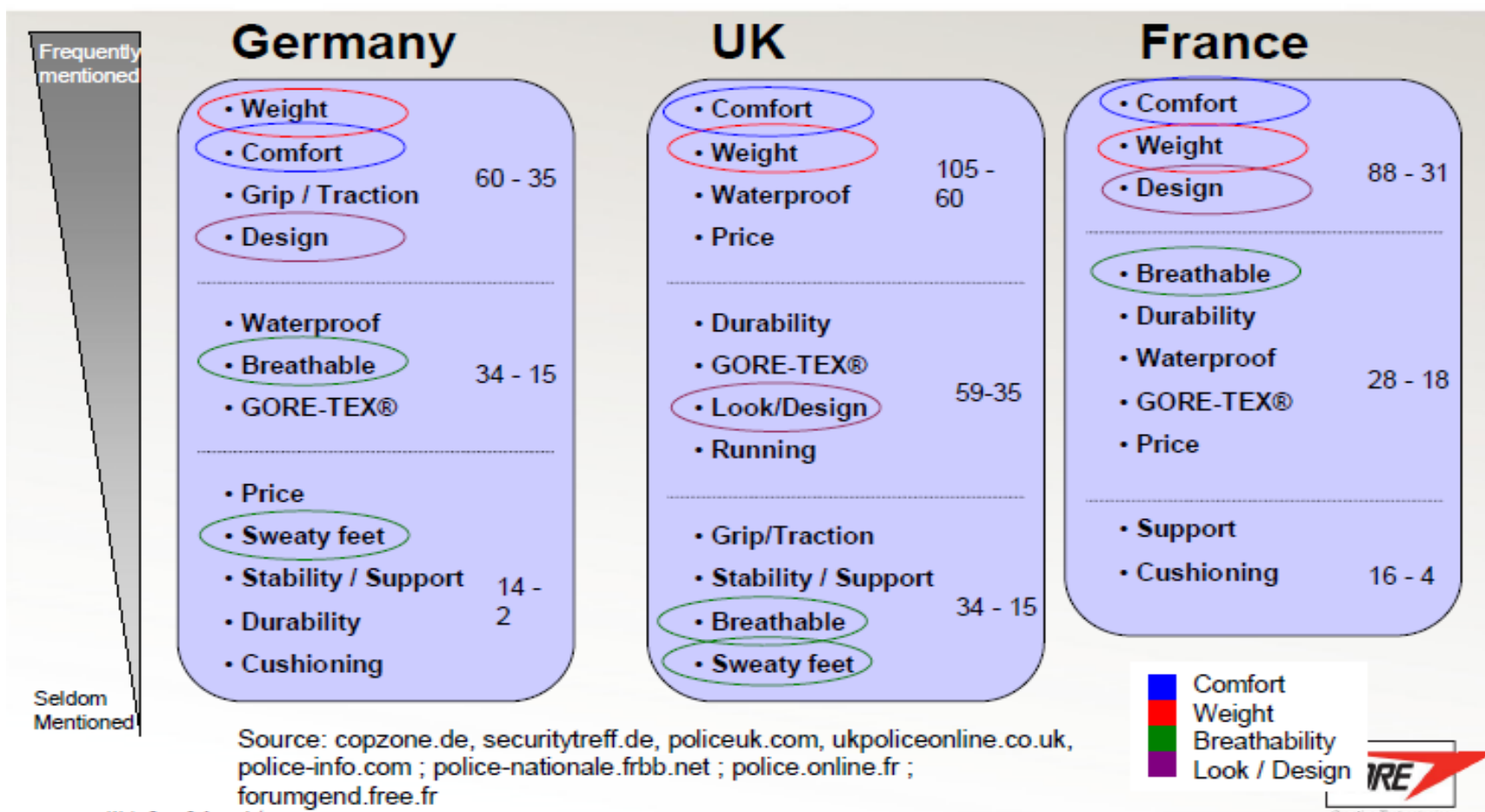
# What is nowadays important to police officers in terms of footwear?

COMFORT, WEIGHT, DESIGN, WATERPROOFNESS, DURABILITY, BREATHABILITY, STABILITY & SUPPORT



## Comfort, Weight, Breathability & Design are often discussed needs

Is there a problem to solve, need / want?



# Research about acceptance of current issued police footwear in Bulgaria as an example

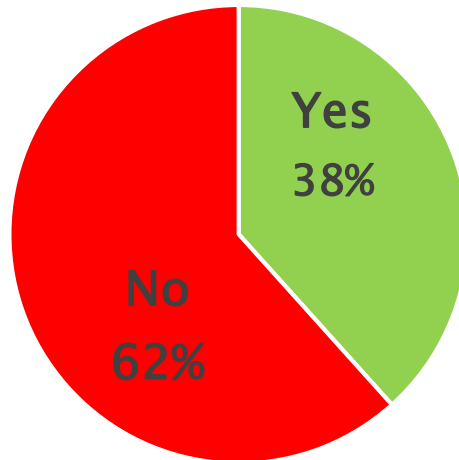
- October 2017 (4 days)
- 133 officers replied by questionnaire through social media
- 12 officers by F2F interview

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

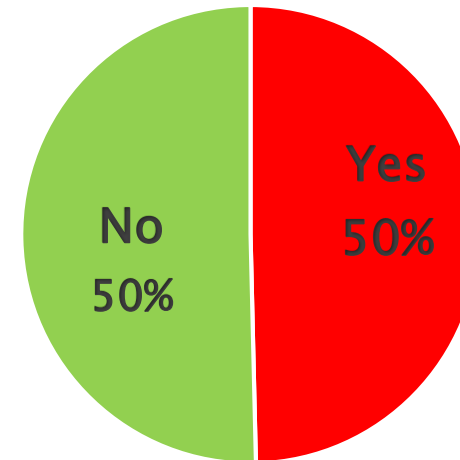


# COMFORT / PAIN

Do you feel **comfortable** in the official police boots?



Do you feel **pain** in the official police boots?

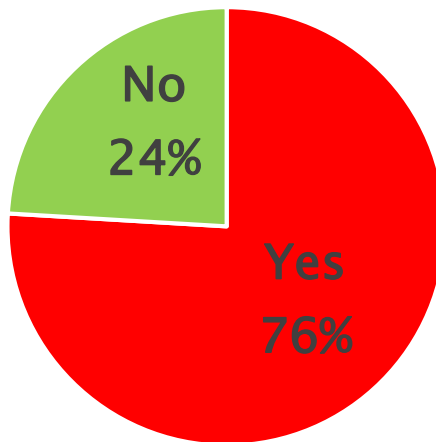


**COMFORT** - is not about relax and joy

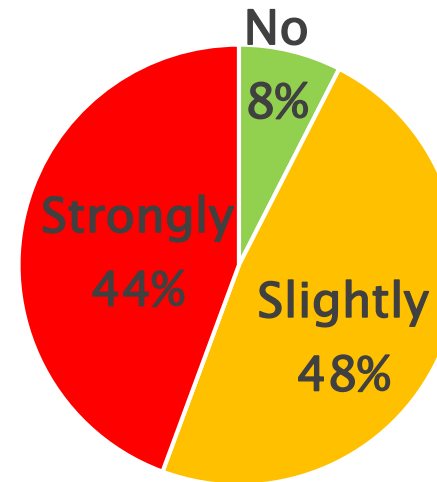
**COMFORT** - is about **HEALTH, MISSION FOCUS** and **DUTY EFFECTIVENESS**

# WET / SWEAT

Do you get **wet feet** during rain/snow/wet conditions?



Do you **sweat** in your boots?



**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:	Gore:	Production:
TUFEMI 2, Angel Kanev Str. 81M office 8 Sofia 1000 Bulgaria	Your Contact: Stephan Sciall Print Date: 22.09.2017	

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.

Style Name	Style #	Competitive Fabric	Date Technology	Size Height	Segment Type	Test Number Left/Right	Wet Flex Test [Movements]		Centrifuge [min.] [Water Level]		FET		Analysis		Status [Fair]
Police Boot		Other Materials	14.09.2017	47	TOP Performance Comfort; Military/LES Competitor	L: 1422512a01 R:	Target	Result	Target	Result	Target	Result	Area	Reason	Not OK
			Injection Comp	High					30	9 500 ml 12 500 ml	2.2	2.3			
									30		2.2	2.0			

## Comments:



НАИМЕНОВАНИЕ НА ИЗДЕЛИЕТО: ОБУВКИ СПЕЦИАЛНИ ЗИМНИ - МЪЖКИ, МОДЕЛ 111	
ФИРМА - ДОСТАВЧИК:	РАЗМЕР НА ОБРАЗЕЦА:
ЕКОШУУЗ ЕООД	№ 47

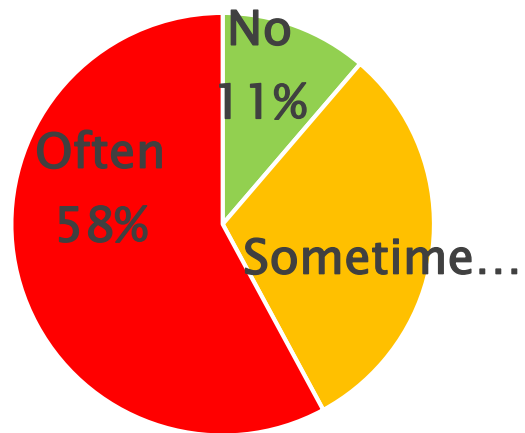
NOT WATERPROOF

NOT BREATHABLE ENOUGH

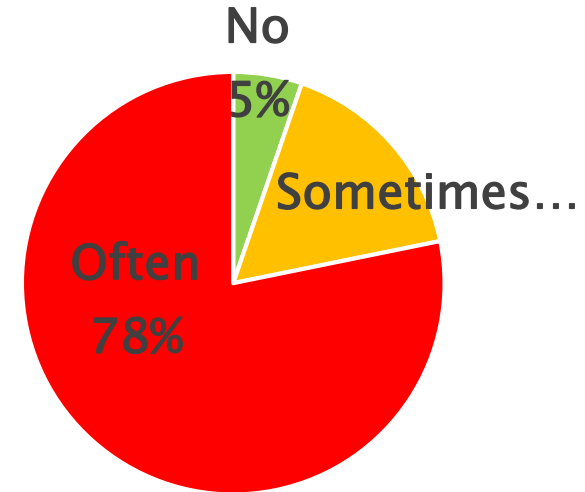
NOT FIT FOR USE

# TEMPERATURE

Do you **freeze** in your boots during winter?



Do you have **hot** feet in your boots in summer?




**Cold stress but also heat stress causes discomfort, reduce mission focus and effectiveness.  
Over the long term serious health issues may occur.**

# Product Durability

**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.

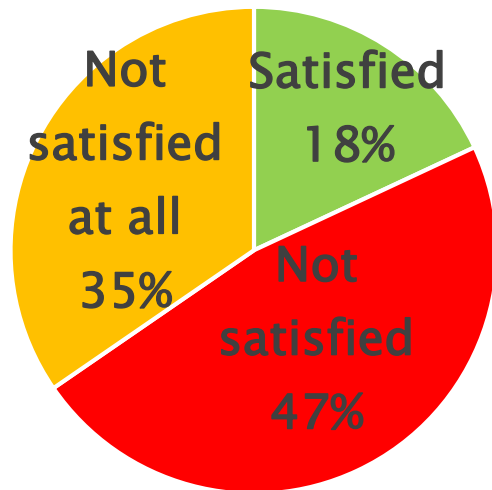
Even though, **53%** of officers have to use their boots for more than 24 months - out of these **89%** are already damaged or broken.



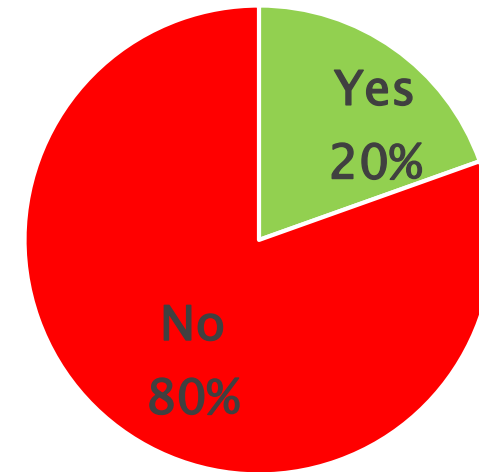
# Product Satisfaction / Security

How satisfied are you with the official police boot?

Very satisfied 0%



Do you feel well secure in your boots?



**82%** of respondents were not satisfied or not satisfied at all and **80%** do not feel secured well enough to perform their daily duty.

# Major Footwear attributes for BUL police officers




**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.**



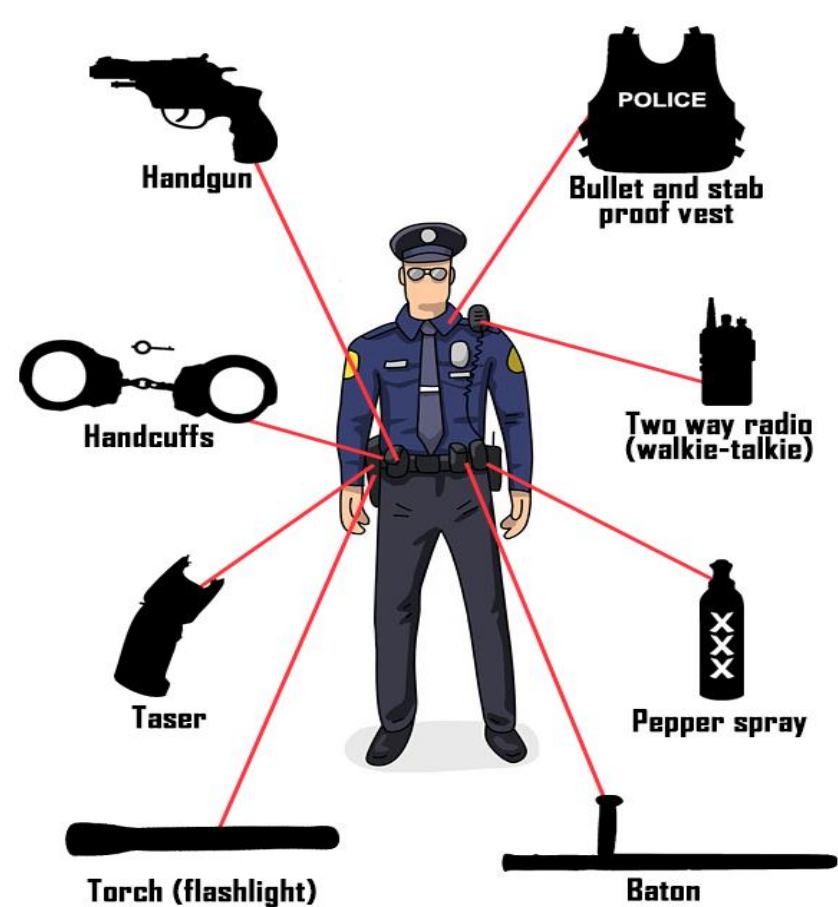
# Establishing Minimum Standards for Maximal Security

Mr. Rainer Wendt

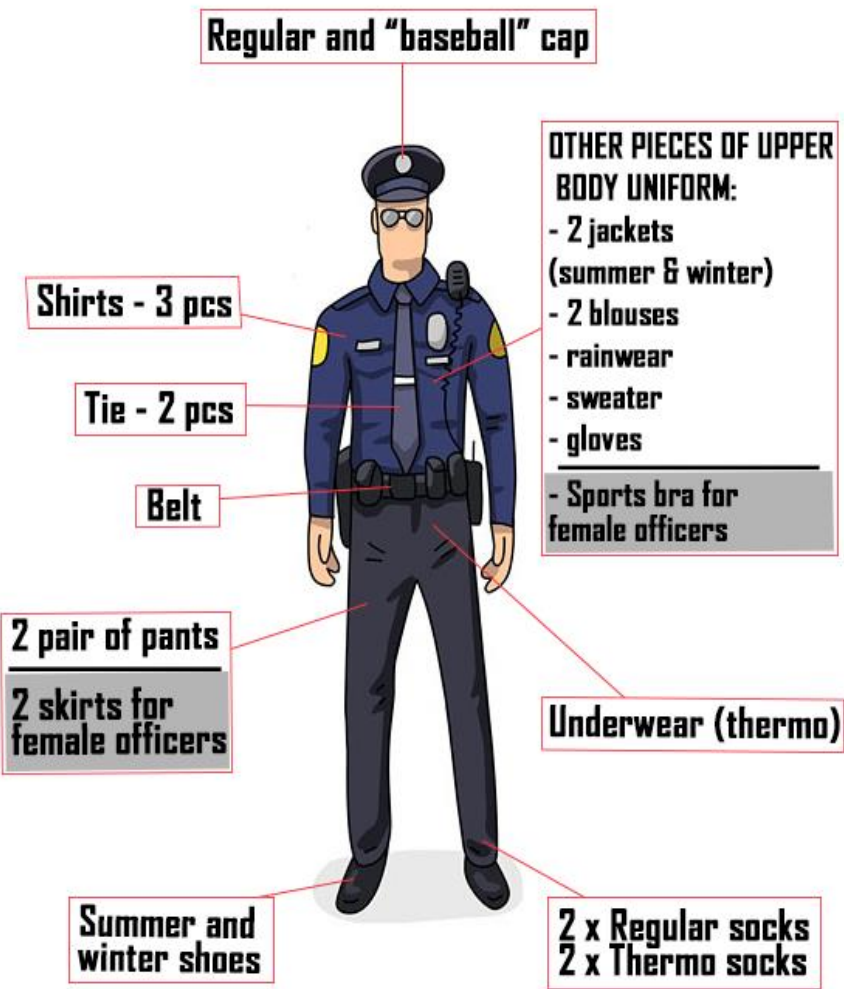
Federal Chairman of the German Union of Police Forces

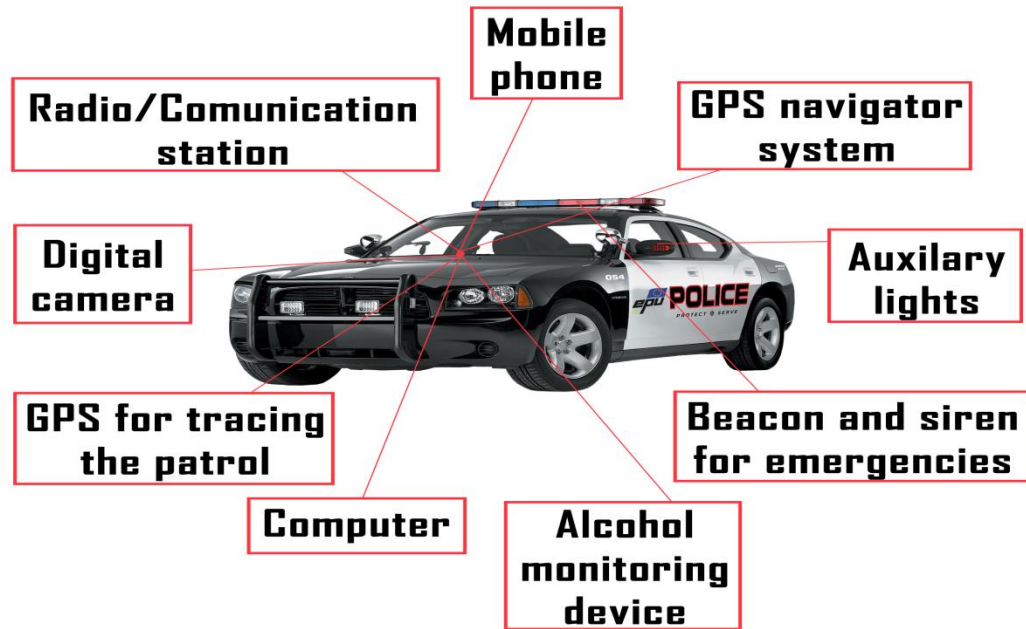


# EPU's Proposed Minimum Standards for the Police Equipment



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





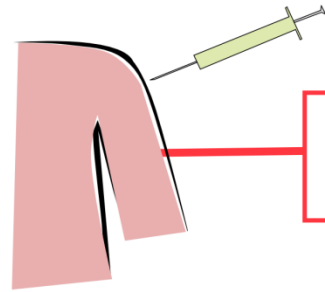
EPU's Proposed Minimum Standards for the Police Patrol & Traffic Control Cars



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



## 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.**

[illegible]