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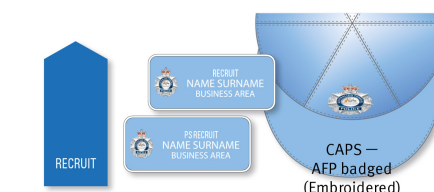
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RESERVE



AFP National Guideline on uniform and standards of dress

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1. Disclosure and compliance

This document is classified **OFFICIAL** and is intended for internal AFP use.

Disclosing any content must comply with Commonwealth law and the [AFP National Guideline on information management](#).

This instrument is part of the AFP's professional standards framework. The [AFP Commissioner's Order on professional standards \(CO2\)](#) outlines the conduct expected of appointees. Inappropriate departures from the provisions of this instrument may constitute a breach of AFP professional standards and be dealt with under Part V of the [Australian Federal Police Act 1979](#) (Cth).

2. Structure of document

- **Part A.** General appearance – all AFP appointees
- **Part B.** Uniform
- **Part C.** Rank and insignia
- **Part D.** Uniform acquisition, maintenance and disposal
- **Part E.** Ceremonial
- **Part F.** Mess dress

3. Guideline authority

This guideline was issued by the Chief Police Officer for the ACT (as the National Uniform Committee Chair) using power under s. 37(1) of the [Australian Federal Police Act 1979](#) (Cth) as delegated by the Commissioner under s. 69C of the Act.

4. Introduction

This guideline covers the standards of dress expected of AFP appointees, whether in uniform or plain clothes.

All AFP appointees are required to comply with this guideline unless:

- a departure is permitted in accordance with the [AFP Commissioner's Order on professional standards \(CO2\)](#)
- an exemption is applicable as detailed in section 8 of this guideline.

5. Policy

As a police agency, the AFP must present a professional image as a disciplined and unified organisation. Uniform guidelines must also reflect safety requirements to undertake policing duties.

Uniform standards apply to all AFP appointees who must adopt the highest practical standard of dress and be mindful of their appearance in any given situation.

Supervisors at every level must ensure compliance with this guideline. A supervisor should direct an AFP appointee to comply with the provisions of this guideline, in particular where the AFP appointee's appearance is untidy or is likely to detract from the professional AFP image.

If the AFP appointee does not agree with their supervisor's decision, they may request a review by their supervisor one removed.

Entitlement to specific uniform items is determined by the business area, in consultation with the National Uniform Committee (NUC). Refer to the order of dress for further information. All AFP members currently performing duties in plain clothes are required to maintain one full set of dress and operational uniforms as required to support organisational response and for attending ceremonial events.

6. AFP policy framework

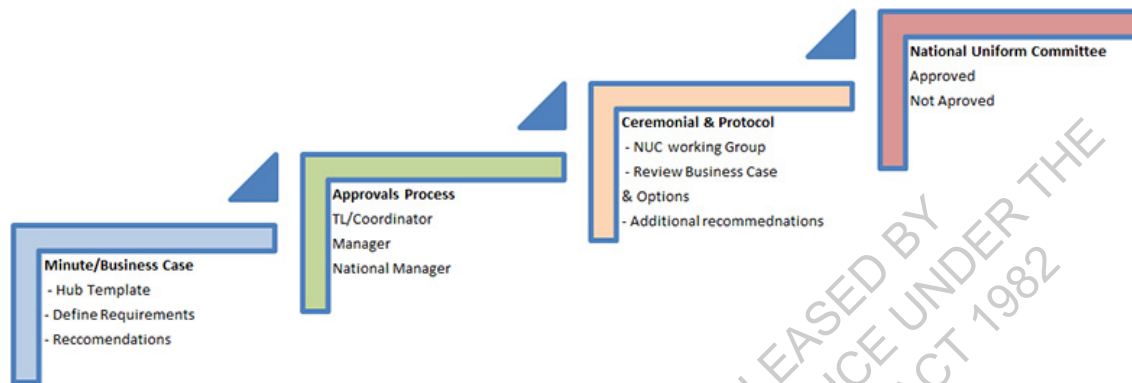
6.1 National Uniform Committee

The NUC adopts a consultative process with both the ACT Policing Uniform Working Group, the NUC Uniform Working Group, the Australian Federal Police Association (AFPA) and AFP staff regarding uniform issues and ensures any decisions on uniform are in accordance with [AFP Work Health Safety governance](#).

Further information relating to the role and responsibilities of the NUC can be found in the [terms of reference](#).

Information regarding procurement of items can be found on the AFP Hub under [Finance and Commercial > Uniform Support Team](#).

A request for additional uniform items that do not form part of the official AFP uniform must be submitted to the [NUC Working Group](#).



7. Use of AFP logo and insignia

Clothing or uniform items displaying AFP branding or other specific AFP identifying features must be approved by the NUC prior to production, purchase or supply.

All applications must be forwarded through, and approved by, the relevant assistant commissioner (AC) (or equivalent), prior to consideration by the NUC. No applications are considered without progressing via this process.

For further information regarding the use of AFP logos and insignia refer to the [AFP National Guideline on intellectual property, commercialisation, logos and insignia](#).

Items of clothing that use the AFP logo but are designed for corporate use should be avoided. In the event these items are required, consideration should be given to whether they conform to the AFP's branding and identity guidelines, as well as whether they meet corporate expectations related to diversity and inclusion. Security must also be consulted prior to creation to ensure security risk management requirements are discussed.

8. Exemptions

An exemption to this guideline may be provided by the Commissioner or their delegate, or as specified in this guideline. All requests must go through the relevant AC (or equivalent).

Representations for an exemption should be forwarded for the attention of the NUC through the [NUC Secretariat](#).

A representation should include, but is not limited to:

- a minute identifying the specific exemption and the proposed alternative
- supporting evidence where relevant (e.g. a medical certificate)
- the financial cost to the AFP
- comments by the AFP appointee's supervisor, whether supporting or otherwise.

Part A: General appearance – all AFP appointees

A high standard of grooming and personal appearance, consistent with that expected of a professional policing organisation, should be maintained without being unnecessarily restrictive. All AFP appointees must maintain those standards so as to reflect credit on the individual and the AFP.

While it is recognised community standards and fashions alter over time, as outlined under section 5 of this guideline, AFP appointees are expected to adhere to certain minimum standards that apply to the conditions of employment within the AFP. They have proved their value in fostering group identity and morale. These standards also reflect work health and safety (WHS) considerations.

All AFP appointees should be aware that dignitaries, official visitors and guests may attend AFP premises at any time. Ensuring that all AFP appointees are professional in appearance both within AFP premises and externally is fundamental to the AFP's organisational reputation.

All AFP appointees must ensure their:

- clothing is well maintained, neat, clean and appropriately pressed
- footwear is well maintained, clean and well-polished.

A minimum dress standard of neat business attire should be applied in the workplace at all times.

9. Dress of the day

Professional staff and members in plain clothes

Standard business attire should be deemed dress of the day unless otherwise specified for special events/activities. AFP appointees must comply with the general standard of dress specified in this guideline unless otherwise operationally required (e.g. undercover or special plain clothes duties) or approved by an inspector or team leader.

Articles of clothing and footwear that may be considered a potential WHS issue or contain rude, sexist or discriminatory remarks are not acceptable as business attire.

Uniformed AFP appointees

As a general guide the following applies:

- summer uniform – worn from the beginning of the October long weekend to (but not including) Anzac Day
- winter uniform – worn from Anzac Day to the beginning of the October long weekend.

9.1 Dress of the day exemptions

Environmental considerations

Seasonal uniform requirements may be varied by the relevant functional commander/manager, dependent on the geographical location and environmental conditions (e.g. Darwin, Christmas Island, Alice Springs, Exmouth, Pine Gap and Hobart).

The Assistant Commissioner International may, in consultation with the Commissioner, relevant deputy commissioners and the NUC, change the type and colour of uniformed items issued to International Command or other AFP members deployed overseas. These changes only apply while the member is serving overseas. The normal uniform standard of dress will apply for all members in Australia.

Allowance is made for individual choice where climatic conditions require some variation, for example at the change of season or during evening shifts. Where there are two or more AFP members together, every effort should be made to ensure that the members wear the same type of uniform, in particular operational uniform jackets and headdress.

When summer dress is the dress of the day and the weather is inclement, the member's discretion should prevail. If the weather is unusually cold, members may revert to winter dress.

Other exceptions from dress of the day may be applied for:

- operational reasons but should only apply for the period of that activity
- approved special activities such as charity/fundraising/casual days at the discretion of superintendent/coordinator level or above
- training/fitness activities

- other occasions as authorised by the AFP executive.

On these occasions where an exemption has been granted, casual dress is acceptable with the exception of the following items:

- clothing with rude, sexist, discriminatory or political remarks
- singlets
- thongs
- ugg boots
- other items which may be a potential WHS issue.

10. Embellishments

Embellishments, such as those provided for specific community activities or awareness campaigns (for example Jeans for Genes Day, White Ribbon Day etc.) may be worn on AFP uniform, a ballistic and spike rated vest (BSRV) or equivalent dress of the day, on the day that the relevant campaign is being held.

Embellishments of the above type should be attached to the right-hand side pocket flap of the shirt, below the name plate or ribbons and in a similar position on the BSRV.

Badges or ribbons relevant to National Police Remembrance Day, or those representing approved groups/purposes within the AFP are to be worn on the dress shirt on the right breast, in a central position above the name plate. On the tunic, they are to be worn on the right lapel. The list of currently approved groups/teams is below:

- Ceremonial and Protocol Officer (CAPO) Network
- Gay and Lesbian Liaison Officer (GLLO) Network
- Malunggang Indigenous Officers Network
- bomb technicians and bomb appraisal officers
- wellbeing peer support officer
- metal chequered ribbon remembrance pin (optional)
- AFP Search and Rescue
- AFP Air Support Team
- AFP K9 badge
- Close Personal Protection
- Tactical Response Team – Police Tactical Group operators.

Only one of the above-named embellishments must be worn at any one time.

These may be worn on uniform where the badge design has been approved by the National Uniform Committee. Requests for approval should, in the first instance, be sent to the [NUC Secretariat](#) in the manner outlined above with a sample of the proposed badge included.

11. Smoking in uniform

The AFP is prohibited both by Commonwealth legislation and AFP governance from allowing AFP appointees to smoke within its vehicles and premises. Additionally, uniformed AFP appointees must not smoke in a public place or within public view.

12. Personal hygiene

It is the responsibility of all AFP appointees to maintain a high standard of personal hygiene and present for duty in a clean, hygienic state, which is to be maintained throughout their duty.

13. Personal grooming

13.1 Hair

All AFP appointees are expected to ensure that their hair is neatly groomed at all times and is not styled or coloured in an extreme manner.

AFP appointees must not wear a wig or hairpiece, except to cover natural baldness, physical disfiguration or for medical reasons. When worn, a wig is to conform to the standard criteria for hair.

Uniformed AFP appointees

In addition to the above, a uniformed AFP appointee must ensure that their hair:

- is groomed so it does not fall below the eyebrows or extend below the collar of the uniform shirt or if it does extend beyond these limits, they should ensure it is secured in a bun at the back below the hat
- is not an unacceptable style which includes but is not limited to 'mulletts', 'mohawks' or 'dreadlocks'
- is styled so hair does not interfere with the proper wearing of any headdress
- does not have any accessories that present a risk to member safety
- If used, these items should be:
 - neutral in colour or matching hair colour
 - as discreet as possible but may be black or navy blue
- should not be worn in a style that presents a safety risk e.g. ponytails and free-swinging plaits.

When wearing mess dress, hair must be neatly groomed or worn up.

Protective clothing

In addition to the above, AFP appointees wearing protective clothing must ensure that:

- their hair is styled so that it does not interfere with the proper wearing of any headdress
- medium to long hair is secured in a bun/ponytail at the back.

13.2 Facial hair

AFP appointees must ensure their facial hair is at all times:

- neatly groomed
- not styled or coloured in an extreme manner.
- adheres to sections 13.4 and 13.5 of this guideline

13.3 Sideburns

AFP appointees must have their sideburns neatly styled, squared off in a horizontal line at the bottom edge and not extended on to the cheek area or be shaped to do so. Appropriate examples are shown below.



13.4 Moustaches

An AFP appointee wearing a moustache must ensure it:

- has been grown while they are absent from duty
- is neatly trimmed
- does not extend outward beyond a vertical line from the outer edge of each eye
- does not extend downward below the bottom edge of the upper lip.

The above conditions apply except during November if the AFP appointee is supporting the Movember national campaign. An appropriate example is shown below.



13.5 Beards

A full beard or goatee are the approved styles. An AFP appointee who chooses to wear a beard must ensure it is grown while they are absent from duty and that it complies with the following parameters:

- the minimum length must be no less than 6 millimetres
- for operational safety reasons, the maximum length must not exceed 20 millimetres
- not sculptured or patterned in an extreme style or colour
- cleanly shaved from the lower jaw to the shirt collar.



13.6 Special considerations

An AFP appointee attached to any team who may be required to wear self-contained breathing apparatus, including a gas mask, is not permitted to wear a beard due to the possibility of interference with the air tight seal by facial hair. Exemptions may be granted based on religious beliefs as outlined in section 8 of this guideline.

13.7 Eyewear

The frames and lenses of prescription spectacles or sunglasses must be appropriate to the nature of the duties being performed and suitably comply with WHS requirements.

Spectacles or sunglasses may only be worn or carried by AFP appointees under the following conditions:

- Prescription tinted or photo chromatic spectacles may be worn at any time in accordance with a prescription.
- Non-prescription sunglasses may be worn in the normal course of duties.
- An AFP appointee's facial features must not be disguised from view to an unreasonable degree.
- All glasses must be conservative in style and not be of a type which unduly restricts the range of the wearer's vision.
- Sunglasses must not be worn when attending parades, ceremonial occasions or speaking on camera to the media.
- Sunglasses should be removed when speaking to members of the public.
- If retainer straps are attached to glasses, they must be black or dark blue in colour.

13.8 Cosmetics

AFP appointees who choose to wear makeup while at work must ensure that it is worn in moderation and is conservative in style.

13.9 Fingernails

AFP appointees must keep fingernails clean and neatly trimmed at all times. Nails must not be of excessive length due to the potential risk of injury.

Nail polish colours should be suitable to business attire and not extreme in colour or style.

Uniformed AFP appointees must use only discreet pale nail colours.

13.10 Jewellery and body piercing

Jewellery

While on duty, AFP appointees may wear jewellery suitable for business attire.

AFP appointees wearing jewellery, such as earrings, rings, pendants, chains or similar forms of jewellery must consider potential WHS considerations in their workplace. Where there is a risk of injury, pendants, earrings and rings should be removed or taped.

Uniformed AFP appointees

While on duty, a uniformed AFP appointee may wear jewellery on their hands that is discreet and must consider any WHS issues. Where there is the potential risk of injury to the uniformed AFP appointee or a member of the public, rings should be removed or taped.

Other visible jewellery, such as pendants, chains or similar forms of jewellery, must not be worn unless required for medical reasons.

The wearing of earrings must be in accordance with the following:

- While on duty, a uniformed AFP appointee must not wear earrings or studs except in the case of pierced earlobes.
- One pair of small matching studs or sleepers is acceptable.
- Only one stud or sleeper per earlobe is permitted.

Body piercing

Body piercings which are visible, for example tongue, face or septum, are not permitted due to WHS risks. For professional staff, piercings worn under clothing should remain covered at all times while at work.

When wearing BSRVs, uniformed AFP appointees should remove all metal items situated under the vest.

13.11 Headdress

The wearing of appropriate headdress is often important from a WHS perspective. Headdress should be appropriate to activities being undertaken.

Wearing of religious headdress is permitted; however, the full face should be visible to ensure that the appointee can be correctly identified for security purposes.

14. Tattoos

Facial tattoos are not permitted unless they relate to religious beliefs or practices. There is no restriction placed on wearing other tattoos; however, common sense should prevail and a tattoo that is offensive or inappropriate should not be visible.

15. Identification

15.1 AFP identification cards

AFP appointees must wear and clearly display an official AFP security pass (SECPASS) at all times while on AFP premises, as outlined in the [AFP National Guideline on physical security and access control](#).

In accordance with the [AFP National Guideline on physical security and access control](#), an AFP SECPASS must not be worn outside AFP premises.

An AFP member performing operational duties in civilian clothing may wear an approved AFP identification badge on their belt or around their neck.

15.2 Name plates

All AFP appointees must wear AFP identification when they are undertaking their duties in uniform, including corporate uniform. Name identification can be a coloured name plate or, a cloth patch attached to the operational shirt, specialist uniform or BSRV.

Name plates must be coloured according to the relevant rank and/or band level of the appointee, as follows.

Recruits	Sky Blue
Constables/Protective Service Officer/Team Members (Bands 1-5)	Black
Sergeants/Protective Service Sergeants/Team Leaders/Team Members (Bands 6 & 7)	Blue
Inspector/Protective Service Inspector	Red
Superintendents/Protective Service Superintendents/Coordinators (Band 9)	Red
Commanders/Protective Service Commanders/Managers	Green
Assistant Commissioners/National Managers/Deputy Commissioners/Commissioner	White

For the purposes of identification and/or stakeholder engagement, AFP appointees who are undertaking higher duties are entitled, with supervisor approval, to an acting name plate, coloured appropriately to reflect the higher role they are acting in.

Name plates are to be ordered directly through the [approved AFP provider](#).

Exemptions to wearing a name plate include, but are not limited to, specialist teams when conducting an operation where wearing a name tag is clearly impractical (for example during bomb appraisal duties).

15.3 Name plate content

To maintain uniformity of the content displayed on name plates the following restrictions apply:

- the name plate consists of the appointee's rank/title, preferred first name or initial, surname and business area, e.g. 'ACT Policing'
- where appropriate, an indication of the appointee's ability to speak a second language (in that language) may be included on the bottom line of the name plate
- protective service officers' name plates must include the Protective Service rank/title identifier above their preferred first name or initial and surname
- designated detectives undertaking uniformed duties may use detective designation on their name plate.

Example name plate content



Line 1 - Rank / title (i.e. Doctor, Reverend Etc.)
Line 2 - Preferred first name / initial and surname
Line 3 - Business area
Line 4 - (Optional) spoken second language, in that language

15.4 Cloth name patches

All AFP employees who wear a BSRV, when they are undertaking their duties in uniform, should wear the approved blue cloth name patch attached by velcro on the right upper side of the BSRV and similarly on the approved AFP blue operational shirt and grey 5.11 Stryke shirt (in both short and long sleeve).



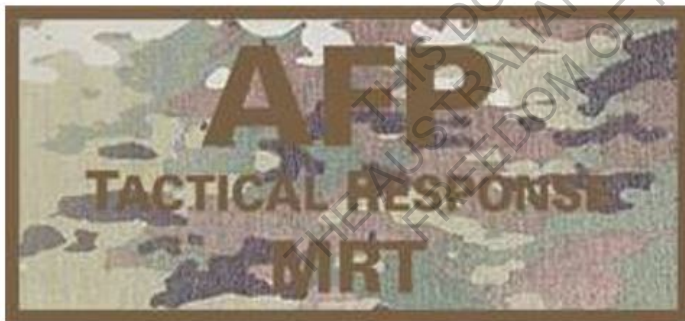
Rank may be written in full or abbreviated depending on length, for example Sergeant or Sgt. Designated detectives undertaking uniformed duties may use detective designation on their cloth name patch.

Specialist Operations

All specialist operations (SO) members, when undertaking duties in uniform, must wear the approved subdued black or camouflage cloth patches featuring their rank and AFP number, attached by velcro to the right upper arm.



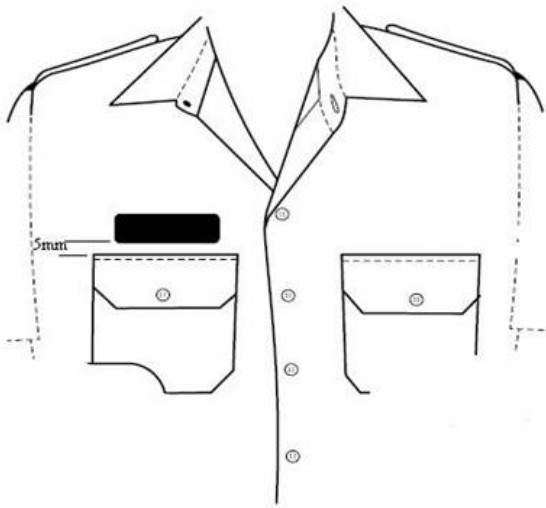
Members must also wear the approved subdued black or camouflage cloth patches outlining their role, attached by velcro to the left upper arm.



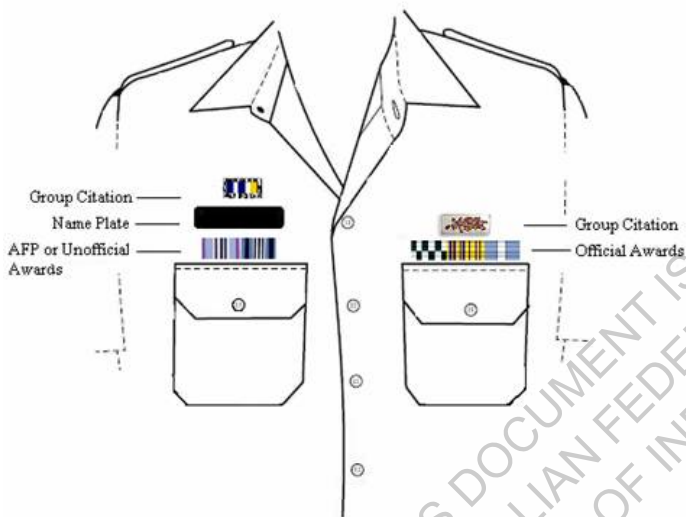
15.5 Placement of name plates

Name plates and cloth name patches must be worn on the right side, centrally located above the breast pocket or equivalent position. On dress uniform tunics and shirts, the bottom edge of the name plate/patch should be approximately 5 mm above the top alignment of the pocket flap (see below for correct placement of the name plate).

Cloth name patches can be ordered directly through Insight!



Where an AFP award, unofficial award or similar is worn, the name plate should be placed in a central position approximately 5 mm above the top edge of the ribbons or medal. Relevant group citation(s) should be centred about 5 mm above the name plate (see below for the correct placement of the name plate with citations).



Part B - Uniform

16. General uniform and appearance

16.1 Uniform to be worn in full

When on duty an AFP appointee must wear uniform in full. When off-duty, travelling to or from work, or on a break, they are required to cover all AFP insignia. An AFP appointee must not wear a mix or combination of civilian clothing and uniform for any period longer than is necessary to complete this travel or a break. The wearing of uniform when off duty is restricted to formal AFP functions or ceremonies. Unless operationally required, AFP members should ensure their uniform is appropriately buttoned or zipped at all times.

AFP appointees should be conscious of their own personal safety at all times and as such should seek to de-identify themselves as an AFP employee when off duty to a level appropriate to the Security Alert Level (SAL) at the time.

An AFP member performing operational duties in civilian clothing may wear one or more of the following items to aid in their identification without breaching the provisions of this section:

- AFP high-visibility vest
- AFP identification (spray) jacket
- AFP soft shell jacket
- AFP branded baseball cap
- AFP identification badge
- AFP identification card.

16.2 Special events

The AFP member in charge of a special or public event may require a particular style of uniform to be worn for that specific event which must be promulgated through instructions or operational orders, as required.

17. Shoulder flash

AFP members must wear the AFP shoulder flash depicted below on any AFP uniform that requires a shoulder flash to be affixed, with the exception of the ceremonial support elements (AFP Pipes and Drums and chaplains). The AFP shoulder flash depicted below is the badge of a:

- member or special member for the purposes of s. 63(1)(b) of the AFP Act
- protective service officer or special protective service officer for the purposes of s. 63A(1)(a) of the AFP Act.



An AFP shoulder flash may be affixed on uniform:

- shirts (including long-sleeve shirts)
- jumpers
- specialist uniform
- tunics
- operational uniform
- operational uniform jackets.

The placement of the shoulder flash on additional items of uniform must, in the first instance, be approved by the NUC.

The shoulder flash should be sewn with centre top 40 millimetres below shoulder seam of shirt or on velcro as affixed.

In the interests of employee safety, professional staff **must not** wear any item of uniform embellished with the above shoulder flash.



A subdued or camouflage variant of the AFP shoulder flash depicted above may only be worn by AFP Specialist Operations.

18. Headdress

18.1 General

AFP appointees wearing AFP-supplied headdress should comply with requirements for hair and general appearance.

Headdress must be worn with uniform at all times unless the uniformed AFP appointee is:

- in a motor vehicle
- inside a building (including a court, mess or club but not including airport terminals, shopping centres and large enclosed areas)
- inside police premises
- at or inside a place of religious worship where it is appropriate to remove headdress
- in a situation where officer survival takes precedence
- directed otherwise by a senior officer.

The shape and construction of any headdress must not be modified in any way.

18.2 Peak caps

Peak Caps are issued in male and female styles. Uniformed AFP appointees should wear the peak cap that aligns with their gender identity. Members who identify as non-binary or any other gender identity can wear the cap that best aligns with their gender identity.

Uniformed AFP appointees must wear their peak caps when:

- wearing a tunic/ceremonial dress
- on duty on Anzac Day or National Police Remembrance Day
- attending official parades or ceremonies (including funerals)
- attending special events as directed by a supervisor or above.

Peak caps must be worn level on the head with the front rim approximately 30 millimetres above the eyebrows and the front tip of the peak level with the top of the eyebrows. The hat must not be worn tilted back on the head.

18.3 Baseball caps / broad-brimmed operational hats

Uniformed AFP appointees

As a minimum, for day-to-day wear, AFP-issued baseball caps or broad-brimmed operational hats should be worn.

A baseball cap or broad-brimmed operational hat should not be worn:

- with a tunic
- at locations where the manager/commander deems the wearing of a baseball cap or broad-brimmed hat is inappropriate (such as ceremonial occasions or high-level dignitary visits)
- on duty on Anzac Day and National Police Remembrance Day.

Baseball caps must be worn level on the head with the front rim approximately 3 cm above the eyebrows and the front tip of the peak level with the top of the eyebrows. The hat must not be worn tilted back on the head.

Broad-brimmed operational hats must be worn square to, and level on, the head as viewed from the front and back. The hat must not be worn tilted back on the head. The brim of the hat must remain flat and not be shaped in any way.

Professional staff

For WHS reasons, plain baseball caps or broad-brimmed operational hats may be issued to professional staff deployed to missions or performing duties at public or other events.

18.4 Beanies

Wearing beanies is restricted to periods when uniformed AFP appointees are exposed to inclement weather for a prolonged period, such as protracted attendance at a crash site, remote location searches or static point duty.

Beanies must not be worn on formal or ceremonial occasions.

18.5 Religious headdress

Uniformed AFP appointees seeking to wear religious headdress (for example a turban, kippah or hijab) should consult with the Recognition and Ceremonial team to ensure compliance with WHS requirements. A uniformed AFP appointee's face

should be visible and identifiable when wearing religious headdress.

19. Operational uniform

19.1 Ballistic and spike rated vests – overt and covert

Uniformed AFP appointees must wear their overt BSRVs while on duty unless a variation has been granted in accordance with the provisions outlined in the AFP [Commissioner's Order on operational safety \(CO3\)](#).

Unless directed otherwise by their supervisor, uniformed AFP appointees are not required to wear their BSRV when:

- wearing ceremonial uniform
- performing duties as a police motorcyclist
- performing duties in an office or secure environment where the appointee is unlikely to come into contact with members of the public
- attending locations where the carriage of accoutrements is not permitted, for example courts, prisons and watch houses.

AFP appointees performing duties in plain clothes must, in consultation with their supervisor, adopt a risk-based approach to wearing discreet or overt BSRVs. The decision to wear a BSRV must be based on:

- the nature of the duties being performed
- the potential threat related to those duties
- the security environment
- the location
- any other relevant consideration.

AFP members must wear a single soft rank slide on the front of the BSRV which contains their rank and police number. They must not wear any award ribbons on the BSRV.

19.2 High-visibility vests

A high-visibility vest is an important item that assists uniformed AFP appointees to be seen in environments where their safety is at a heightened risk, such as when performing traffic or crowd control / escort duties, airport duties and route security (particularly at night).

These vests may have one of the following identifiers on both the front and rear of the garment:

- Australian Federal Police or Police
- Forensics
- Chaplain
- Media
- AFP staff (orange vest).

19.3 Undershirts

An AFP-approved and issued undershirt may be worn under operational and uniform shirts as well as specialist uniform and is optional year round.

19.4 Operational shirts

Operational shirts must be worn only when duty requires wearing a BSRV. When the BSRV is off, AFP members must ensure they adhere to legislative requirements to have their identification number clearly visible while in uniform.

Shirt sleeves should be ironed flat, with a single crease directly behind the shoulder flash.

19.5 Shorts - Protection Operations teams (Specialist Protective Command and Regional Commands and Maritime

Shorts may be worn by members performing security patrols or static duties during summer or when the temperature is forecast to be above 30 degrees. Members performing maritime duties may wear them year round.

Shorts may be worn, with supervisor approval, outside of summer months for those members stationed above the Tropic of Capricorn.

Shorts are not to be worn on shifts when members are conducting patrols within facilities (inside patrols).

Shorts must not be worn on formal or ceremonial occasions, dignitary visits and within Protection Establishments such as, but not limited to, The Lodge, Government House, Kirribilli House and Admiralty House. This includes sitting weeks for Australian Parliament House, Canberra.

For WHS reasons, AFP appointees and supervisors should consider appropriate protection against environmental exposure such as repellents and sunscreen.

19.6 Operational boots

Uniformed AFP appointees may choose from two different styles of operational boots. If neither boot is suitable, an appropriate pair of boots may be sourced as long as a medical certificate is provided and their Sergeant or above approves the purchase.

19.7 Dress uniform shirts

As a minimum standard, all uniform shirts should be ironed flat and free of wrinkles. Shirt sleeves should be ironed flat, with a single crease directly behind the shoulder flash.

The shoulder flash should be flat and free of any crease.

Where provided for, silver buttons should be fixed to the shirt pockets using either rings or pins.

Long-sleeve dress shirts

If an AFP long-sleeve shirt is worn as an outer garment, it must be worn with the sleeves down and cuffed.

Where a shirt is worn as the outer garment

The shirt must have the appropriate AFP insignia, name plate and official AFP award ribbons positioned in accordance with sections 15, 27 and 36 of this guideline.

19.8 Operational uniform jackets

An operational uniform jacket may be worn underneath the BSRV during either the summer or winter uniform period, subject to weather conditions. When worn with a BSRV, the BSRV is the outer garment.

When an operational uniform jacket is worn:

- the zip should be kept closed, no lower than the top of the name plate reinforcement patch, except when driving a motor vehicle
- AFP and other official awards, including ribbons, group citations and medals, should not be worn.

19.9 Jumpers

AFP uniform jumpers may be worn underneath the BSRV during either the summer or winter uniform period, subject to weather conditions.

When worn as the outer garment, the following applies:

- official and AFP award ribbons must not be worn
- the sleeves must not be rolled or pushed up from the wrists.

19.10 Ties

Ties must not be worn by uniformed AFP appointees at the rank of sergeant or below when carrying out operational duties.

Ties may be worn when performing administrative duties or stakeholder engagement if deemed appropriate.

For all commissioned officers (Inspector and above), the wearing of ties during the winter months is at their discretion and is dependent upon circumstances or events they may attend.

Ties must be worn by all uniformed AFP appointees in ceremonial dress.

20. Corporate uniform

20.1 Polo shirts

AFP-issued polo shirts may be worn by AFP appointees as determined by their business area. These shirts must not be worn on a daily basis as an alternative to AFP uniform or business attire unless approved for specific business areas or during public events.

In the interests of employee safety, polo shirts with AFP embroidered insignia **must not be worn** outside AFP facilities unless for approved operational activities. Once the operational activity is complete, the polo shirt must be removed and/or appropriately covered.

The wearing of polo shirts requires approval by a national manager (or equivalent). Once approved, individual work areas are responsible for their purchase through Integrated Logistics.

The design of the polo shirts must comply with current AFP Strategic Communications design/branding requirements. Polo shirts must be worn with black, navy or tan trousers, black or tan boots and/or skirts with closed-in black shoes.

20.2 Logos

The AFP does not typically endorse the creation of logos or sub-brands within the organisation. Prior to being affixed to AFP polo shirts, logos for all AFP groups MUST be endorsed by a deputy commissioner (or equivalent) following consultation with [AFP Design Services](#). Endorsement is to then be forwarded to the [NUC secretariat](#) for inclusion of the logo in this guideline.

The following logos are currently endorsed:

- Gay and Lesbian Liaison Officers (GLLO) Network
- AFP Ability Advisory (AAA) Network
- National Operations State Service Centre (NOSSC)
- [SHIELD](#)
- Ceremonial and Protocol Officer (CAPO) Network.

21. Specialist uniform

The following teams/roles/units are endorsed to wear the general specialist uniform:

- specialist operations
- canine handlers
- AFP members carrying a short-barrelled rifle
- forensics
- operational safety trainers
- trailbike riders
- disaster victim identification
- protection – rapid appraisal officers
- specialist support teams
- AFP members performing public order management.

An AFP member who wears AFP specialist uniform must ensure that they are clearly marked with a pair of AFP shoulder flashes, rank/ID number patch and relevant AFP unit/role patch.

Managers/commanders must consider implementing security measures for professional staff required to wear AFP-marked specialist uniform outside AFP premises.

AFP appointees wearing official AFP specialist uniform must ensure that:

- wearing specialist uniform for the particular duty has been appropriately approved
- it is kept clean, in good repair and ironed flat
- it is replaced if faded
- if worn with the sleeves rolled up, the sleeve roll is above the elbow, even and neat
- an approved issued boot is worn
- socks are not visible

- the their identification number is worn in accordance with identification requirements in section 25.

ONLY SO members are endorsed to wear:

- the Crye and multicam versions of the specialist uniform
- the subdued or camouflage variants of the AFP shoulder flash.

22. Gloves

Issued black gloves, which are provided for protection from the cold, may be worn when in winter uniform with jumpers or jackets.

Gloves must not be worn with short-sleeve shirts when worn as the outer garment unless they are required from a WHS perspective such as riggers gloves for searching or medical gloves.

ACT Policing Traffic Operations motorcyclists and general duties officers should wear white traffic leather gauntlets when required to undertake traffic control.

AFP CAPOs should wear white gloves as suitable to the ceremonial occasion or funerals as required to the role or task undertaken.

23. Dress trousers

Trousers should be ironed with a single crease, centrally located in the front and rear of each leg. The buckles of belts should be centrally aligned with the trouser fly.

For all uniformed AFP appointees, operational trousers should be worn as the normal uniform of the day while issue dress pants should be worn with tunics.

Superintendents and above may wear dress pants or operational pants, dependent on the duties being undertaken.

24. Footwear

The minimum standard is for NUC-approved black or dark navy blue leather footwear to be polished daily. Particular attention should be paid to the welts, heels and toes of the footwear.

Shoes are normally issued to inspectors and above, as well as CAPOs. If the issued shoes are unsuitable, the AFP appointee may privately purchase shoes; however the following style requirements apply. The shoes must be:

- black or dark navy blue in colour (including all stitching, soles and laces)
- of a conservative business style and either:
 - lace-up with three to four pairs of lace holes (worn with pants)
 - court-style shoes with a low heel (worn with skirt).



Footwear worn for ceremonial occasions must be highly polished or of a patent leather finish.

25. Identification numbers

An AFP member or special member in uniform must ensure that their identification number is clearly visible at all times in accordance with the provisions of sections 64A and 64AAA of the [AFP Act](#).

Embroidered rank insignia slides, displaying the AFP member's number, must be worn on uniform shirts, jumpers, jackets, BSRVs and specialist uniform.

Where no epaulette is provided, or the rank insignia slide does not display the AFP member's identification number, that number must be displayed on a pocket badge or on their name plate. If the outer clothing is unable to hold a pocket badge, the AFP member must ensure their identification number is displayed on a name plate.

Pocket badges (where applicable) must be worn on the left breast pocket of tunics or shirts.

A protective service officer or protective service recruit, when wearing outer clothing that does not provide for a rank insignia slide, must ensure that their identification number is displayed on their name plate.

Uniformed AFP members who wear a SECPASS must conform to the standards outlined in the [AFP National Guideline on physical security and access control](#).

26. AFP access identification cards

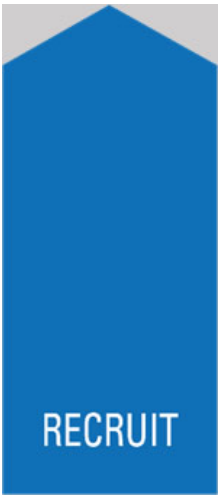
All AFP appointees must display their AFP SECPASS at all times while on AFP premises. The lanyard must not be extreme in colour and the ID card must be clearly visible.

The SECPASS must not be worn outside of AFP premises unless required for official duties.

Part C – Rank and insignia

27. Rank insignia

The AFP recognises and encourages employees for their efforts and abilities. The awarding of ranks to AFP members has been a traditional way in which individual responsibility, achievement and experience has been acknowledged. Given the unique nature of policing, in particular community policing, it is also accepted that a recognition system is needed whereby both AFP members and the community can readily identify a member's seniority. Rank declaration also reflects the ability to apply powers under certain legislation. The use of insignia and titles is crucial in this regard.

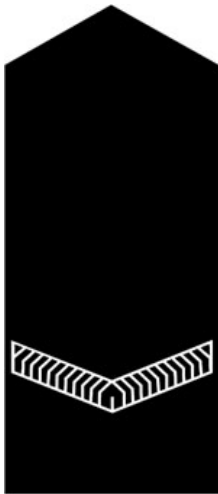
Police		Protective Service	
Police Recruit		Protective Service Recruit	
			
Constable (PC)		Protective Service Officer (PSO)	



First Constable
(1C)



Protective Service Officer Grade 1
(PSO1)



Senior Constable
(SC)



Protective Service Officer Grade 2
(PSO2)



Leading Senior Constable
(LSC)



Senior Protective Service Officer
(SPSO)



Sergeant
(SGT)



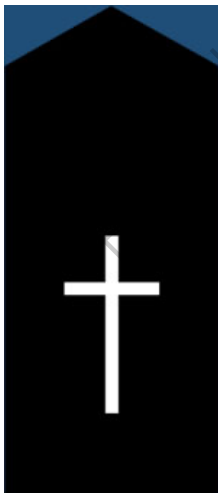
Protective Service Sergeant
(PSSGT)



Chaplain



Reserve



Inspector
(INSP)



Protective Service Inspector
(PSINSP)



Superintendent
(SUPT)



Protective Service Superintendent
(PSSUPT)



Commander
(CMD)



Protective Service Commander
(PSCMD)



Assistant Commissioner
(AC)





Deputy Commissioner
(DC)



Commissioner
(COM)



27.1 Rank insignia slides

When in uniform, an AFP member must wear rank insignia slides, issued through official AFP uniform providers, as follows:

- Embroidered rank insignia slide displaying the AFP member's identification number and appropriate insignia of rank must be worn on the front of the BSRV and the shoulders of shirts, jumpers, operational uniform jackets and specialist uniform (where an epaulette is provided). Note: Protective Service embroidered rank insignia slide must include the words 'Protective Service' embroidered on the base of the slide together with the AFP member's identification number and appropriate rank insignia.

- Hardboard rank insignia with a silver button at the point and metal insignia of rank must be worn for ceremonial purposes only, and only by AFP members with the rank of inspector or above. Boards must have an identification number at the base. A pocket badge must only be worn on the tunic as part of ceremonial dress. Note: Protective Service hardboard rank insignia slide must include the words 'Protective Service' on the base of the slide together with the AFP member's identification number and appropriate rank insignia.
- Embroidered rank insignia slide should be used on garments worn under tunics or jackets.
- Embroidered rank insignia slide and shoulder flashes with subdued markings may only be worn on specialist uniform and operational uniform jackets by SO.
- The AFP chaplains are non-sworn AFP employees who generally wear a uniform with rank insignia cross and purple gorgets similar to superintendent. Their stoles and aprons also have religious adornment and embellishments as well as the AFP logo.

See further details relating to [rank identifiers \(JPG, 8.8MB\)](#).

27.2 Higher-duties insignia

A uniformed AFP appointee who is required to perform the duties of a role in a higher classification band may wear higher duties insignia slides to the classification or rank they are performing when the following criteria are met:

- The period of higher duties is five days or more.
- The higher duties being performed is not within the uniformed AFP appointees existing broadband pay scale.
- The higher duties is entered, recorded and approved through Insight!

Uniformed AFP appointees may only wear unnumbered higher-duties insignia slides when performing at a higher rank. Slides can be ordered through Insight! To ensure adherence to the [AFP Act](#), the uniformed AFP appointee's number must be displayed on their acting name badge.



Uniformed AFP appointees must only wear higher – duties insignia slides to achieve one or more of the following:

- improve collaboration with counterpart law enforcement agencies
- contribute to achieving AFP strategic/operational intent
- provide for parity of rank with other law enforcement agencies when on joint secondments
- permit the filling of roles at specific ranks on international deployments.

A uniformed AFP appointee who receives approval to wear higher-duties insignia slides is not entitled to any other items of uniform applicable to the higher rank unless the position has been won through merit selection for a period of 12 months or more.

For AFP members deployed internationally, the delegation to approve the wearing of insignia of a higher rank rests with Assistant Commissioner International.

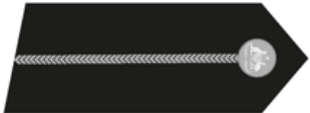
27.3 Headdress insignia

Uniformed AFP appointees must wear AFP headdress that complies with uniform of the day and displays the AFP badge (either metal or embroidered) in the centre front.

Exemption: AFP members deployed to overseas United Nations (UN) missions or parading as members/representatives of UN contingents on ceremonial occasions should comply with UN headdress requirements.

28. Gorgets

Gorgets are specific to rank as follows:

Rank/title	Gorget
Inspector/PS Inspector	

Superintendent/PS Superintendent



Commander/PS Commander



Assistant Commissioner



Deputy Commissioner

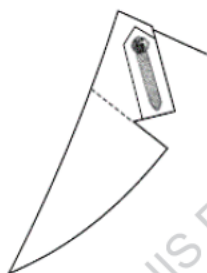


Commissioner

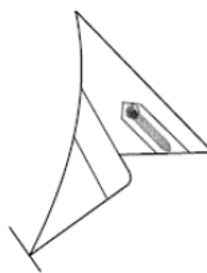


Gorgetts are to be worn on the collar of the AFP uniform shirt when worn alone or with uniform jumper. When wearing a tunic, gorgetts are to be removed from the shirt collar. Gorgetts are not be worn with operational shirts or specialist uniform.

Ties and gorgetts are not to be worn at the same time.



Placement on tunic



Placement on shirt



Left orientation



Right orientation

28.1 Special members

A special member who is attached, seconded or deployed to an AFP operational area for a fixed term (including attachments to Airport Policing and International Command) must use the rank designation, including the insignia that may be worn, specified in their instrument of appointment under s. 40E of the [AFP Act](#). The special member is entitled to wear the uniform of that rank.

Part D – Uniform acquisition, maintenance and disposal

29. Ordering uniform entitlements

All uniform entitlement ordering, issue, returns, replacements and disposals must be managed through the Uniform Entitlement Solution (UES) system via the AFP appointee's personal AFP menu in Insight!

For further information, please refer to the [Quick Reference Guide: Request uniform entitlements](#).

The UES system lists both the entitlements for the various teams within the AFP and specifically maintains a record of uniform entitlement and adjusts as items are ordered, issued, replaced and disposed of for each AFP appointee.

Uniform entitlement is dependent on the AFP appointee's allocated posting and team. A full-time AFP appointee may receive the full issue of uniform where a part-time AFP appointee receives a pro-rata issue.

All uniform issue requests are work-flowed through the UES and must be approved by the appropriate business area delegate.

AFP appointees must not seek issue of uniform items that they are not entitled to wear.

Uniformed AFP appointees must ensure that a complete uniform, including tunic, is maintained at all times. The rank insignia to be worn on such uniform must be in accordance with section 27 of this guideline.

Professional staff must not be issued with any police uniform items unless approved for specific purposes by the NUC.

The Uniform Support Team ([s47E\(d\)](#) [@afp.gov.au](#)) must be contacted for enquiries relating to:

- uniform entitlements in Insight!
- order issues
- made-to-measure requirements.

Enquiries relating to the trial of new uniform items must be directed to [s47E\(d\)](#) [@afp.gov.au](#) for review by the National Uniform Committee.

30. Alterations to uniforms

The shape, design, cut or pattern of any item of uniform or insignia must not be altered without the authority of the Commissioner. These alterations must be performed by the company contracted to perform such work.

Any minor alterations to an AFP member's uniform, for example uniform trousers that need to be taken up, may be done through an external provider.

Items of clothing or equipment which are not of approved design or material must not be worn as part of uniform.

31. Contaminated uniform items

Organisational health governance provides guidance and advice with regard to the disposal/destruction or repair of general uniform items that are reasonably suspected of being contaminated with chemicals, biohazards and infectious substances such as, but not limited to:

- human tissue
- materials or solutions containing contaminated blood
- bodily fluids
- material known or reasonably expected to carry pathogens including
- parasites
- fungi
- bacteria and/or viruses or other agents that can cause disease in humans or animals.

The following documents should be reviewed with regard to the destruction/repair of contaminated or biohazard-affected uniform items:

- [Police and blood-borne viruses](#)
- [Organisational Health – Standard Operating Procedure on exposure to bodily fluids](#).

Operational equipment which can be cleaned and reissued must be returned to the AFP appointee's nominated business area for an inspection and assessment.

Refer to [Quick Reference Guide: Return uniform entitlements](#).

31.1 Ballistic and spike rated vests

If contaminated, the BSRV should **NOT** be incinerated and should be cleaned in the manner outlined in [Attachment 5 \(DOCX, 100KB\)](#).

32. Exchange, return and disposal of general issue uniform

All uniform entitlement ordering, returns, replacement and disposal must be managed and processed by AFP appointees through the UES Insight! – personal AFP menu.

For further information, please refer to [Quick Reference Guide: Return uniform entitlements](#).

A general uniform entitlement may be:

- disposed of and replaced (where applicable) due to:
 - fair wear and tear
 - the item no longer fitting
 - the item being damaged
 - the item having being used/worn by an AFP appointee who is leaving the AFP (Refer to section 33, Disposal or retention of uniform entitlements.)
- replaced due to the item being lost or stolen
- returned and replaced if the item/s are:
 - faulty
 - unused/unworn and current issue
 - the incorrect size
- returned as the AFP appointee is leaving the AFP and the items are:
 - current uniform issue and have manufacturer tags and/or are in original packaging
 - relating rank and/or AFP insignia.

Please note: all items being returned and applications for replacement must be registered through Insight! via the AFP Related Personal Information & Uniform Entitlements menu. For further information, please refer to the [Quick Reference Guide: Return uniform entitlements](#).

33. Disposal or retention of uniform entitlements

To dispose of uniform clothing entitlements, AFP appointees must remove, slash and destroy any AFP insignia to ensure that it is unrecognisable.

Once the insignia has been removed or destroyed, the used clothing item should be either:

- disposed of
- retained by the AFP appointee.

Damaged insignia items that include a badge or an AFP appointee's AFP number (AFP cap badge, AFP pocket badge, AFP identification badge, AFP warrant card holder, AFP numbered rank insignia slides) must be returned to the Uniform Support Team via the Majura warehouse, with return notification paperwork attached, before a replacement will be issued. If the item is lost or stolen, a Security Incident Report must be completed and forwarded to Security as outlined under section 5.2 of the [AFP National Guideline on physical security](#).

33.1 Cessation of employment and returns

AFP employees ceasing employment with the AFP must return all items of insignia, unused uniform items (as per the guidance in section 33) and accoutrements prior to their final day of service and in accordance with the [AFP Commissioner's Order on operational safety \(CO3\)](#) and the [AFP National Guideline on separation](#) by using the Return Uniform Entitlements process in Insight! (AFP Related Personal Information + Uniform Entitlements menu).

Accoutrements must be safe-hand returned in accordance with section 9 of the [AFP National Guideline on controlled items](#).

The same provisions and processes may also apply to AFP appointees who are seconded to the AFP, contractors or special members.

33.2 Death

Where an AFP appointee dies, the relevant superintendent or coordinator must, at an appropriate time, arrange the collection of the deceased person's uniform items and accoutrements (especially the firearm) and ensure they are destroyed or returned to the armoury as soon as is practicable.

33.3 Suspension

Where an AFP appointee is suspended from duty, they must return their issued equipment and identification card/badge in accordance with section 18 of the [AFP Commissioner's Order on operational safety \(CO3\)](#). If a business area is made aware that an AFP appointee is suspended, their supervisor must ensure the security of that appointee's controlled items. If the suspension is lifted, the items will be returned.

33.4 Advancement

An AFP appointee who is advanced on a substantive basis should return to stores any items of insignia they can no longer use and which may be suitable for reissue.

34. Retention of AFP insignia

The following items containing AFP insignia that are provided to uniformed AFP appointees include:

- AFP cap
- AFP cap badge
- AFP pocket badge – numbered
- AFP identification badge (belt badge)
- AFP warrant card holder (which must not be used as a wallet)
- AFP (numbered) rank insignia slides.

These accoutrements must not be repurposed for any reason.

An AFP employee who retires or resigns with a minimum of 10 years continuous service may apply to retain certain items of AFP insignia and a retired/resigned member's card by submitting an [Application to Retain AFP Accoutrements / Retired identity card form](#). The acquittal for these items must be approved using the UES system.

Part E – Ceremonial

35. Tunics

Tunics are generally worn by members and protective service officers on ceremonial and formal occasions only. Tunics are worn with dress trousers and not operational trousers. When worn:

- medals or ribbons, whether official awards, AFP awards or approved unofficial awards, must be worn in accordance with [Attachment 1: AFP order of dress](#)
- name plates must be positioned in accordance with section 15 of this guideline
- the police pocket badge must be worn on the left breast
- if full medals, ribbons or a group citation(s) (e.g. as awarded under the AFP internal award framework) are worn, they must be worn on the right breast, with the name plate placed in accordance with section 15
- for non-officer ranks, the rank insignia must be worn on both sleeves of the tunic.

An AFP member whose dress of the day is normal uniform and who is required to attend court to give evidence should wear a tunic, dress trousers or skirt and peaked cap.

Tunics should be of current AFP style and cut. Discontinued or non-standard tunic styles should not be worn. The only exceptions to this are limited to the following ceremonial functions:

- AFP ceremonial motorcycle/mounted
- AFP drill instructor
- AFP Pipes and Drums ceremonial
- AFP ceremonial and protocol officer.

36. Wearing of awards

Ribbons and medals should be mounted in accordance with the relevant order of wear. Awards are considered part of AFP uniform; therefore uniformed AFP appointees may order one full set of right-hand and left-hand breast awards, including name plate. These can be ordered directly through the approved AFP provider. The cost of these items can be acquitted in the following ways:

- The uniformed AFP appointee's business area can endorse the payment through an AFP corporate credit card. Approval must be sought from a sergeant or above or
- The uniformed AFP appointee purchases the items and claims the cost back as part of their tax return under clothing expenses (compulsory work uniform).

Ribbons or medals must not be worn on uniform jumpers, operational uniform jackets or other protective clothing, for example overalls and high-visibility uniforms.

Awards, including both Australian Government and AFP internal awards, are classed as uniform items and should be worn in accordance with the relevant order of wear as indicated in:

- [Attachment 2: The order of wearing Australian honours and awards](#)
- [Attachment 3: AFP internal awards framework order of wear.](#)

36.1 Ribbons

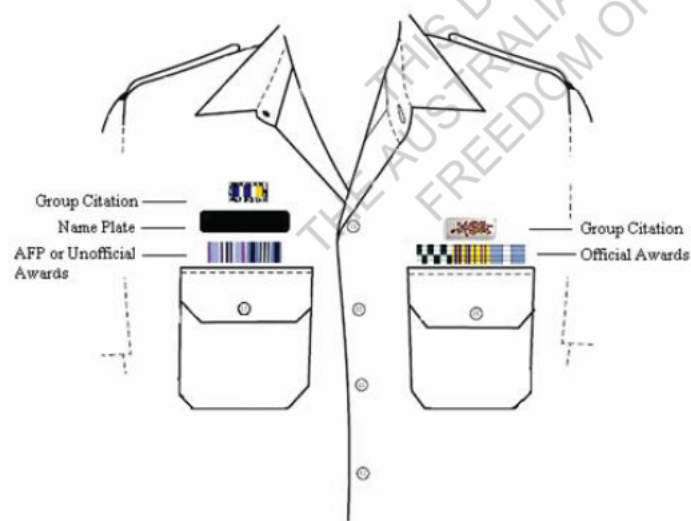
Official awards (ribbons) must be positioned centrally on the left breast of the uniform, with the bottom resting approximately 3–5 millimetres from the top alignment of the pocket flap. AFP members may wear a maximum of three to four ribbons per row, as appropriate to the width of their chest area. Medal ribbons should be pinned to the uniform by a detachable brooch or bar. They must not be sewn to the uniform.

The group citation for bravery (official award) is worn on the left breast, positioned centrally and rests approximately 3–5 millimetres above the top alignment of the pocket flap, positioned 3–5 millimetres above any medal ribbons.

AFP awards (ribbons) should be positioned centrally on the right breast with the bottom of the ribbon resting approximately 3–5 millimetres above the top alignment of the pocket flap.

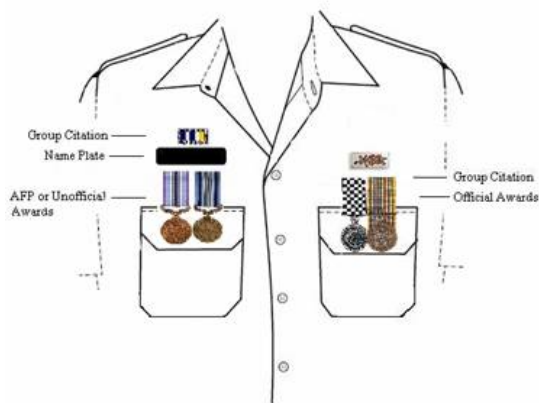
A group citation (AFP awards) should be positioned centrally on the right breast and resting approximately 3–5 millimetres above the top of the name plate (see below example)

Name plates must be worn in accordance with section 15.2



36.2 Medals

Medals, when worn in accordance with the order of dress, must be suspended in a horizontal line from a single bar brooch and central to the pocket of the shirt or tunic. A single medal should be worn in line with the centre of the pocket in such a manner that when viewed from the front, the upper edge of the medal group is to be positioned 16 millimetres above the upper edge of the pocket. This is consistent with the positioning of the upper edge of a single ribbon bar. The medal group extends over the lower edge of the pocket flap from this position to a length of 95 millimetres (see below example).



36.3 Neck badges

Ceremonial dress – the badge is worn with the ribbon under the shirt collar and the top of the badge placed just below the necktie knot (see below example).

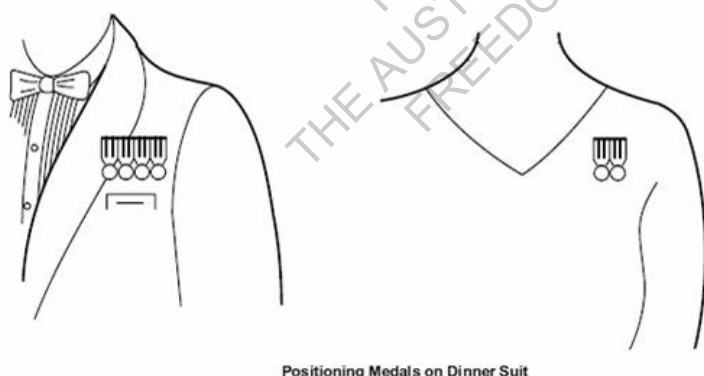


36.4 Wearing medals belonging to relatives

An AFP member should not wear the medals of a relative while in uniform, EXCEPT on Anzac Day. They should be worn on the right breast.

36.5 Position decorations on civilian clothing

Medals and miniatures should be worn on civilian clothing with the top of the ribbon positioned midway between the top of the shoulder and the jacket breast pocket or in a similar position, dependent on the style of the dress. The various positions are as follows:



Positioning Medals on Dinner Suit

36.6 Wearing other jurisdiction/agency and foreign awards

AFP members must apply for approval to wear non-AFP-issued awards, including awards from the Australian Defence Force, on the AFP uniform.

A completed application form must be sent to honours-awards@afp.gov.au, accompanied by documentation proving the issuing of the award.

Only awards listed on Insight! may be worn on AFP uniforms.

Recipients of awards not listed on Insight! who wish to wear them on AFP uniform must seek approval from Superintendent of Recognition, Ceremonial and Protocol.

37. Ceremonial gloves

Gloves ('officer black') should be worn by officers when attending or participating in ceremonial events.

Part F – Mess dress

Mess dress is worn for formal mess functions and other occasions of a formal nature when wearing that order of dress is appropriate, for example when the wearing of decorations is appropriate and civilian guests would be expected to wear a dinner suit. An AFP member of the rank of inspector or above is entitled to a mess kit and the cost is borne by the relevant cost centre.

38. Mess kits for AFP members below Band 8

A mess kit for AFP members below Band 8 may be approved by:

- a Band 9 or above under the receiving member's function/command cost code and internal order number
- the Ceremonial and Protocol sergeant for ceremonial team members only.

39. Retired AFP members

Retired AFP members who have been granted permission by the Commissioner may wear police mess dress appropriate to their rank to appropriate functions. Retired AFP members should wear the retired insignia 'R' on mess dress rank boards or epaulette. Approval should, in the first instance, be sought through Team Leader Ceremonial and Protocol.

40. Mess kit contents

Mess dress consists of:

Option 1

- a black mess jacket with navy highlights, relevant rank insignia and AFP lapel badges
- a white dinner shirt (wing or plain collar, Marcella or plain shirt)
- AFP or silver cufflinks
- black shirt buttons
- a navy blue cummerbund
- a black or blue bow tie of an approved pattern
- AFP uniform trousers or a full length fluted skirt
- highly polished lace up shoes or an appropriate pattern court style shoe
- black socks

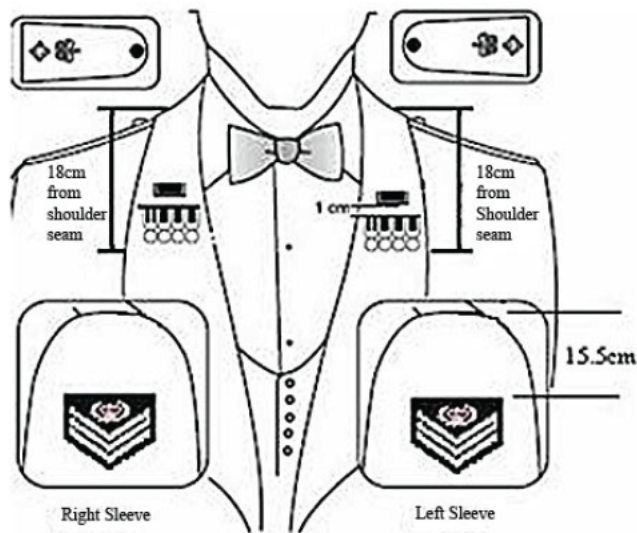
Option 2

- a black mess jacket with navy highlights, relevant rank insignia and AFP lapel badges
- full-length black mess dress or a two-piece matching, black sleeveless evening top and trousers or full length fluted skirt
- patent/high-polish black closed toe/heel evening style court shoes

Both options

- approved embellishments (AFP bomb technician, ceremonial and protocol officers etc.)
- official award, AFP award and unofficial award miniatures, worn in accordance with relevant order of wear. Previously issued white mess jackets (Band 8 and below) with navy highlights, relevant insignia and AFP lapel badges (a protective service officer will wear issue rank slide insignia on the epaulette) will be transitioned out.

The positioning of embellishments, insignia and awards should be as follows:



Note: Officers mess dress provides for the wearing of 'board' rank insignia slides. Junior members wear generic fabric rank insignia.

The mess dress neck badge is suspended by the ribbon so that the top of the badge is positioned 2 cm below the bow tie.

41. Ceremonial support elements

AFP Pipes and Drums (AFPPD) members wear a ceremonial uniform. The AFPPD members each have a unique AFP shoulder flash as part of their uniform.

As members of the ceremonial elements may be sworn or unsworn, their uniform has a unique shoulder flash in accordance with the ceremonial nature of their duties.

The AFPPD shoulder flash depicted below should be affixed to uniform items as determined by Team Leader Ceremonial and Protocol in consultation with the President of the AFPPD.



42. Further advice

Queries about this guideline should be referred, in the first instance, to the [NUC Secretariat](#).

43. References

Legislation

- [Australian Federal Police Act 1979](#) (Cth)

AFP governance instruments

- [AFP Commissioner's Order on operational safety \(CO3\)](#)
- [AFP National Guideline on controlled items](#)
- [AFP National Guideline on intellectual property, commercialisation, logos and insignia](#)
- [AFP National Guideline on physical security and access control](#)
- [AFP National Guideline on separation](#)

- AFP Internal Awards Framework
- AFP Protocol Manual
- AFP Customs and Traditions Manual

44. Shortened forms

AFP	Australian Federal Police
AFPPD	AFP Pipes and Drums
BSRV	ballistic and spike rated vest
CAPO	ceremonial and protocol officer
GLLO Network	Gay and Lesbian Officer Network
NUC	National Uniform Committee
SECPASS	security pass
SO	Specialist Operations
UES	Uniform Entitlement Solution
WHS	work health and safety

45. Definitions

ACT Police Uniform Working Group means a subcommittee of the NUC that has the responsibility of reviewing uniform queries specific to ACT Policing. The ACT Police Uniform Working Group will report through the NUC Working Group and also take direction from the NUC and action any outstanding matters.

AFP appointee means a deputy commissioner, an AFP employee, special member or special protective service officer and includes a person:

- engaged under s. 35 of the AFP Act as a consultant or contractor to perform services for the AFP and determined under s. 35(2) of the AFP Act to be an AFP appointee
- engaged overseas under s. 69A of the AFP Act or
- seconded to the AFP under s. 69D of the AFP Act.

(See s. 4 of the Act.)

AFP award means an award issued by virtue of the AFP internal awards framework.

AFP executive means, for the purposes of this guideline, an AFP senior executive service (SES) employee and includes employees at the SES Band 1, 2 and 3 level.

AFP member means any of the following:

- the Commissioner
- a deputy commissioner
- an AFP employee in respect of whom a declaration under s. 40B of the [AFP Act](#) is in force.

(See s. 4 and 40B of the AFP Act.)

AFP uniform means any item of clothing, protective clothing or accessory which has been purchased or supplied by the AFP for work purposes.

Ceremonial and protocol officer (CAPO) means an AFP appointee that has successfully completed the CAPO training program.

Ceremonial occasion means:

- a funeral
- a graduation parade

- an honours and/or awards ceremony (investiture)
- National Police Remembrance Day
- any other formal occasion or ceremony where dress uniform or specific standard of dress is appropriate.

Honours and awards is a collective term for orders, decorations, medals, commendations and citations awarded to individuals or groups.

Internal (AFP) award is an award which is instituted by the AFP Commissioner to accord recognition to individuals or groups of people specific to AFP operations and policing outcomes.

National Uniform Committee (NUC) is responsible for the implementation, oversight and review of a national uniform standard encompassing the introduction, changes and discontinuation of AFP uniform items.

NUC Uniform Working Group means a subcommittee of the NUC chaired by Superintendent of Recognition, Ceremonial & Protocol. The National Uniform Committee has responsibility for reviewing all uniform queries and provides recommendations to the NUC for endorsement. The working group also takes direction from the NUC and actions any outstanding matters.

This working group is made up of superintendents/coordinators and sergeants / team leaders from ACT Policing, Specialist Protective Command, Support Capability, International Command, Recognition, Ceremonial & Protocol and Integrated Logistics.

Official award is an award which is instituted by the Sovereign under Letters Patent to accord recognition to individuals or groups of people.

Other awards are awards issued by an organisation external to the AFP and include medals for overseas service, national service and frontline service.

Overseas means, for the purpose of this guideline, any country or island that is not considered to be part of the Australian mainland. These include all overseas liaison posts and AFP missions and the following Australian external territories: Christmas Island, Cocos Keeling Island and Norfolk Island.

Professional staff means an AFP appointee who **IS NOT**:

- undergoing recruit training to become an AFP member or protective service officer
- declared to be a member under s. 40B of the AFP Act
- declared to be a protective service officer under s. 40EA of the AFP Act
- a contractor or volunteer.

Rank insignia slide means an embroidered slide that displays an AFP member's identification number and appropriate rank insignia.

Supervisor means an AFP appointee performing the duties of a sergeant / team leader or above.

Uniformed AFP appointee means an AFP appointee in respect of whom a declaration under s. 40B or s. 40EA of the *Australian Federal Police Act 1979* (Cth) is in force and who is wearing an AFP uniform.

46. Attachments

- Attachment 1: AFP order of dress
- Attachment 2: The order of wearing Australian honours and awards
- Attachment 3: AFP Internal Awards Framework Order of Wear
- Attachment 4: AFP mess/tunic sleeve flash and embellishment tailoring
- Attachment 5: Cleaning Ballistic and spike rated vests (DOCX, 100KB)

Last updated: 27/05/2025 8:23

OFFICIAL

August 2024

AFP ORDER OF DRESS

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AFP

LEX 4522

GENERAL

- 1A Ceremonial
- 1B Ceremonial
- 1C Ceremonial – Summer Dress
- 1D Ceremonial – Mounted (Motorcycle)
- 1E Ceremonial – Mess Dress – Inspectors and above
- 1F Ceremonial – Mess Dress – Other ranks
- 1G Ceremonial – Mess Dress – Scottish dress
- 2A Uniform of the Day
- 2B Uniform of the Day – Operational
- 2C Uniform of the Day - Chaplains

OUTCOME 1

- 3A National Operations
- 3B Plain Clothes Identification Items
- 3C Forensic and Technical
- 3D International Deployments

OUTCOME 2

- 4A Dress of the Day – Mounted (Motorcycle Mounted)

OUTCOME 3

- 5A Specialist Protective Command

ORDER OF DRESS 1A: CEREMONIAL

This order of dress is worn during the officially stated winter period and on other occasions as directed.

Dress:

Ser	Item of Dress	Remarks
1	Peaked cap	
2	Berets	Members who served overseas with the United Nations may wear the UN blue beret at United Nations specific ceremonies (e.g. 29 May and 24 October). AFP Reserves doing Ceremonial and Protocol Officer duties wear a grey beret.
3	Dress shirt	Short/long sleeve
4	Tie	With tie pin.
5	Tunic	Note: Members who served overseas with the United Nations may wear their UN badged tunic on United Nations Day (24 October)
6	Trousers/Skirt	Dress trousers/Skirt
7	Black belt	Dress belt with AFP clasp
8	Stockings/pantyhose	For wear with skirts (Stockings can be nude, tan, black and charcoal in colour. Opaque variations in black and tan colour can be worn in winter)
9	Shoes/boots/socks	Black/blue court shoes are to be worn with skirts. Black socks are to be worn with uniform. Patent leather/high shine shoes for Ceremonial and Protocol Officers and Commanders and above
10	Orders/decorations/medals	Full Orders, Decorations and Medals are to be worn.

Embellishments and Accessories:

11	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
12	Pocket badge	

13	Black gloves	By Inspectors and above
14	White gloves	By ceremonial and protocol officers performing a ceremonial role
15	Gorgét patches	For Inspectors and above
16	Ceremonial Lanyard	Worn on the left side by qualified Ceremonial & Protocol officers
17	Aiguillette	Worn by the AFP Commissioner, Deputy Commissioners and Ceremonial and Protocol Officers at the rank of Inspector and above
18	Sam Browne belt	Police black (AFP Drill instructors in Commander roles and specific ceremonial roles). Required when a sword is worn
19	Whistle	When a Ceremonial and Protocol Officer is carrying out whistle party duties
20	Pace stick	Non-commissioned Officers in command roles or at the direction of the Ceremonial Sergeant
21	Sword	Commissioned Officers in Command Roles or at the direction of the Ceremonial Sergeant

ORDER OF DRESS 1B: CEREMONIAL

Identical to 1A except that medals are not worn. Ribbons and citations must be worn.

Worn on certain occasions such as Supreme Court attendance and medal investitures, if instructed.

ORDER OF DRESS 1C: CEREMONIAL - SUMMER DRESS

This order of dress is worn during the officially stated summer period and all year in the tropical regions (between the Tropics of Capricorn and Cancer).

Dress:

Ser	Item of Dress	Remarks
1	Peaked cap	Note: Members who served overseas with the United Nations may wear the UN Blue beret at United Nations specific ceremonies (eg. 29 May and 24 October)
2	Short sleeved dress shirt	Must be worn with silver pocket buttons Must be worn with embellishments subject to operational requirements Soft rank slides or hard boards (officers only)
3	Trousers/Skirt	Dress trousers/skirts
4	Black belt	Dress belt with AFP clasp
5	Stockings/pantyhose	For wear with skirts (Stockings can be nude, tan, black and charcoal in colour)
6	Shoes/boots	Black/blue court shoes are to be worn with skirts. Black socks are to be worn with uniform. Patent leather/high shine shoes for Ceremonial and Protocol Officers and Commanders and above
7	Socks	Black worn with boots/shoes – trousers only
8	Orders, decorations, medals	Full Orders, Decorations and Medals are to be worn.

Embellishments and Accessories:

10	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
11	Pocket badge	
12	Black gloves	By Inspectors and above performing a ceremonial role
13	White gloves	By ceremonial and protocol officers performing a ceremonial role
14	Gorget patches	For Inspectors and above

15	Ceremonial Lanyard	By qualified Ceremonial & Protocol officers
16	Aiguillette	Worn by the AFP Commissioner and Ceremonial and Protocol Officers at the rank of Inspector and above
17	Sam Browne belt	Police black (AFP Drill instructors in Commander roles and specific ceremonial roles). Required when a sword is worn
18	Whistle	Used at the direction of the Ceremonial Sergeant
19	Pace stick	Used at the direction of the Ceremonial Sergeant
20	Sword	Used at the direction of the Ceremonial Sergeant

ORDER OF DRESS 1D: CEREMONIAL – MOUNTED (MOTORCYCLE)

This order of dress is worn for all ceremonial and ceremonial-related activities.

Dress:

Ser	Item of Dress	Remarks
1	Helmet	Approved safety helmets to be worn when mounted
2	Cap	Black leather peaked cap is worn at static.
3	Tunic	Military collar – ceremonial patrol jacket
4	Jodhpurs	Brown - ceremonial
5	Boots	
6	Orders/decorations/medals	Ribbon bars only

Embellishments and Accessories:

7	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
8	Pocket badge	
9	White gauntlets	
10	Ceremonial lanyard	Worn on the right
11	Sam Browne belt	Police black. Worn when carrying accoutrements

ORDER OF DRESS 1E: MESS DRESS – INSPECTORS AND ABOVE

This order of dress is worn by AFP Inspectors and above to formal dinner functions.

Dress:

Ser	Item of Dress	Remarks
1	White dinner shirt/sleeveless evening top	Marcella Dress Shirt with black studs
2	Bow tie	Black or blue
3	Mess dress jacket	Black with navy blue lapels (The wearing of White mess jackets is permitted) AFP appointed Chaplains will have purple lapels. Note: Rank insignia is worn on rank insignia boards. An R is affixed to both rank insignia boards to signify retired members. A symbol of their particular faith is affixed to both purple rank insignia boards to signify AFP appointed Chaplains.
4	(Black) mess dress trousers/full length fluted skirt/Dress	
5	Cummerbund	Navy blue
6	Stockings/pantyhose	For wear with skirt (Stockings can be nude, tan, black and charcoal in colour. Opaque variations in black and tan colour can be worn in winter)
7	Shoes	Patent leather/high shine shoes, black court-style shoes or black closed toe/heel evening style court shoes
8	Orders & Miniatures	Includes neck decorations, miniatures and citations in miniature

Embellishments and Accessories:

9	AFP lapel badges	
10	Specialist badges	Only one and is worn above cuff on left sleeve only

ORDER OF DRESS 1F: MESS DRESS – OTHER RANKS

This order of dress is worn by other AFP ranks to formal dinner functions.

Dress:

Ser	Item of Dress	Remarks
1	White dinner shirt/sleeveless evening top	Marcella Dress Shirt with black studs
2	Bow tie	Black or blue
3	Mess dress jacket	Black with navy blue lapels (The wearing of White mess jackets is permitted) Note: White Rank insignia is worn on the upper sleeves
4	(Black) mess dress trousers/full length fluted skirt	Uniform dress trousers permitted
5	Full length black mess dress	
6	Cummerbund	Navy blue
7	Shoes	Black lace-up shoes, black court-style shoes or black closed toe/heel evening style court shoes
8	Black socks	Worn with shoes
9	Stockings/pantyhose	For wear with skirt (Stockings can be nude, tan, black and charcoal in colour. Opaque variations in black and tan colour can be worn in winter)
10	Orders & Miniatures	Includes neck decorations, miniatures and citations in miniature

Embellishments and Accessories:

11	AFP lapel badges	
12	Specialist badges	Only one and is worn above cuff on left sleeve only

ORDER OF DRESS 1G: MESS DRESS – SCOTTISH DRESS

This order of dress is worn by other AFP ranks to formal dinner functions.

Dress:

Ser	Item of Dress	Remarks
1	White dinner shirt	Marcella Dress Shirt with black studs
2	Bow tie	Black or blue
3	Mess dress jacket	Black with navy blue lapels (The wearing of White mess jackets is permitted) Note: Rank insignia for Superintendents and above is worn on rank insignia boards; white rank insignia for other ranks is worn on the upper sleeves
4	Kilt	Tartan (AFP or that relevant to the recognised family lineage or district)
5	Belt	Leather (wide)
6	Sporran	Leather
7	Stockings diced	With garter flashes
8	Shoes or brogues	Black lace-up
9	Orders & Miniatures	Includes neck decorations, miniatures and citations in miniature
10	Bonnet Glengarry	

Embellishments and Accessories:

11	AFP Lapel badges	
12	Sgian Dubh	(ceremonial knife) in outer right-side of right leg stocking

ORDER OF DRESS 2A: UNIFORM OF THE DAY

This order of dress is worn on general non-operational duty including court attendance.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Peaked cap
2	Dress shirt (Short or Long sleeve)	Must be worn with silver pocket buttons Must be worn with embellishments Soft rank slides (all ranks) or hard boards (officers only)
3	Dress trousers/skirt	
4	Tie	The wearing of ties in the winter months by commissioned officer (Inspector and above) is at their discretion and dependent upon circumstances or events they may attend. Optional for other ranks If worn, must be with tie pin Not worn in operational circumstances
5	Jumper	Optional
6	Operational jacket	Optional
7	Black belt	Dress belt with AFP clasp
8	Stockings/pantyhose	For wear with skirts (Stockings can be nude, tan, black and charcoal in colour. Opaque variations in black and tan colour can be worn in winter)
9	Shoes/boots	Black dress shoes or elastic sided boots with dress trousers Black/blue court shoes are to be worn with a skirt
10	Black socks	
11	Ribbon bar/citations	Not to be worn with operational jacket or jumper

Embellishments and Accessories:

12	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
13	Pocket badge	If member's identification number is not elsewhere displayed
14	Gorgét patches	For Inspectors and above. Gorgés are worn on shirt collar when it is the outermost garment. Worn when not wearing a tie.

ORDER OF DRESS 2B: UNIFORM OF THE DAY - OPERATIONAL

This order of dress is worn on general operational duty.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Baseball cap/broad-brimmed operational hat Note: Peak caps are worn on specific occasions such as Anzac Day and National Police Remembrance Day Beanies are worn during extreme cold conditions
2	Operational shirt (short or long sleeve)	Worn with a BSRV Can be worn when attending the ACT Magistrates court (Dress shirt preferred) Soft rank slides (all ranks)
3	Dress shirt (short or long sleeve)	Worn when a BSRV is NOT worn (eg ACT Watch House) Worn when attending the ACT Supreme court Must be worn with silver pocket buttons Must be worn with embellishments, subject to operational requirements Soft rank slides (all ranks)
4	Operational trousers	
5	Operational jacket	
6	Belt	Dress belt with plain clasp
7	Boots	Either Magnum or SWAT
8	Socks	Black
9	Personal Protective Equipment (PPE)	As required

Embellishments and Accessories:

10	Name plate/Cloth patch	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
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ORDER OF DRESS 2C: UNIFORM OF THE DAY - CHAPLAIN

This order of dress is worn on general operational duty.

Ser	Item of Dress	Remarks
1	Peaked cap	Plain navy band Inspector rank (Principal Chaplain only) Sergeant rank (Other Chaplains)
2	Dress shirt	Short/long sleeve Shoulder flash should have the word 'Chaplain' below the badge. An unbranded polo shirt can be worn when not attending ceremonial events.
3	Tie	With tie pin.
4	Tunic	Shoulder flash should have the word 'Chaplain' below the badge. An unbranded operational jacket can be worn when not attending ceremonial events.
5	Jumper	Unbranded with a v-neck
6	Trousers/Skirt	Dress trousers/Skirt Operational trousers can be worn when not attending ceremonial events.
7	Black belt	
8	Stockings/pantyhose	For wear with skirts (Stockings can be nude, tan, black and charcoal in colour. Opaque variations in black and tan colour can be worn in winter)
9	Shoes/boots/socks	Black/blue court shoes are to be worn with skirts. Black socks are worn with trousers. Operational Magnum boots can be worn when not attending ceremonial events.

		RM Williams boots may be worn as dress of the day.
10	Orders/decorations/medals	Full Orders, Decorations and Medals are to be worn.

Embellishments and Accessories:

1	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
12	Gorgét patches	Inspector rank identifier (Principle Chaplain only). Gorgéts are worn on shirt collar when it is the outermost garment. Worn when not wearing a tie.
13	Reflective safety vest	Unbranded with 'Chaplain' identifier on the back.

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OUTCOME 1**ORDER OF DRESS 3A: NATIONAL OPERATIONS**

This order of dress is worn by AFP members on operations or when on deployment.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Baseball cap
2	Polo shirt (navy)	As directed
3	Jacket	Operational jacket
4	Operational trousers	As directed
5	Specialist overalls	As directed
6	Utility belt - black	
7	Boots	
8	Black socks	Worn with boots / shoes when wearing trousers

Embellishments and Accessories:

9	Name plate	For further information, see section 15.2 of the AFP National Guideline on uniform and standards of dress.
10	Personal Protective Equipment (PPE)	As required

ORDER OF DRESS 3B: PLAIN CLOTHES IDENTIFICATION ITEMS

These items identify the wearer as an employee of the AFP but do not constitute 'uniform' as provided for in s64A or s64AAA *Australian Federal Police Act* (Cth) and are worn by AFP members on operations when otherwise in plain clothes.

Dress:

Ser	Item of Dress	Remarks
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1	Headdress	AFP baseball cap (sworn with chequered Police band, PSO without)
2	AFP Identification (spray) jacket	AFP Identification (spray) jacket (sworn bearing the word 'AUSTRALIAN FEDERAL POLICE', PSOs and professional staff bearing the word 'STAFF')
3	Belt badge	To be worn around the neck or clipped to the belt

Embellishments and Accessories:

4	Personal Protective Equipment (PPE)	As required
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Note:

1. S. 16.1 of the National Guideline (Uniforms to be worn in full) applies to the Order of Dress.

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ORDER OF DRESS 3C: FORENSIC AND TECHNICAL OPERATIONS

This order of dress is worn by AFP Forensic and Technical members on operations or when on deployment.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Baseball cap/broad-brimmed operational hat (sworn with chequered Police band, PSOs and professional staff without)
2	Specialist operational shirt	As directed
3	Operational jacket	Sworn with the words 'AUSTRALIAN FEDERAL POLICE', professional staff unmarked
4	High visibility wet weather jacket	Sworn with the words 'AUSTRALIAN FEDERAL POLICE', professional staff unmarked
5	High visibility vest	Sworn with the words 'AUSTRALIAN FEDERAL POLICE', professional staff unmarked
6	Specialist operational trousers	As directed
7	Specialist overalls	As directed (Sworn with word 'POLICE', professional staff with word 'FORENSICS')
8	Utility belt - black	
9	Boots	Magnum or SWAT boots
10	Black socks	

Embellishments and Accessories:

11	Name plate	As directed
12	Velcro name patch	As required with BSRV
13	Forensics Velcro patch	As required
14	Personal Protective Equipment (PPE)	As required

ORDER OF DRESS 3D: INTERNATIONAL DEPLOYMENTS

As outlined under section 9.1 of the AFP National Guideline on uniform and standards of dress:

'The Assistant Commissioner International may, in consultation with the Commissioner, relevant deputy commissioners and the NUC, change the type and colour of uniformed items issued to International Command or other AFP members deployed overseas. These changes only apply while the member is serving overseas. The normal uniform standard of dress will apply for all members in Australia'.

As outlined under section 27.2 of the AFP National Guideline on uniform and standards of dress:

'For AFP members deployed internationally, the delegation to approve the wearing of insignia of a higher rank rests with Assistant Commissioner International Command'.

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OUTCOME 2

ORDER OF DRESS 4A: UNIFORM OF THE DAY – MOUNTED (MOTORCYCLE)

This order of dress is worn on general duty.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Helmet/baseball cap/peaked cap Note: A member attending a Supreme Court is to wear a peaked cap and tunic
2	Short or long sleeved uniformed shirt	
3	Tunic	Note: For Supreme Court attendance and ceremonial duties when ordered
4	Leather patrol/high visibility jacket	
5	Operational jacket	
6	Jodhpurs	
7	Black belt	
8	Black socks	
9	Riding boots	
10	Ribbon bar/citations	

Embellishments and Accessories:

11	Name plate	
12	Pocket badge	If member's identification number is not elsewhere displayed
13	Gloves	White gauntlets or approved issue motorcycle gloves.

OUTCOME 3

ORDER OF DRESS 5A: SPECIALIST OPERATIONS (SO)

This order of dress is worn by specialist teams or when on deployment.

Dress:

Ser	Item of Dress	Remarks
1	Headdress	Tactical Response Teams - Baseball cap, Multicam Black with Velcro AFP Identification Marksman Reconnaissance Team - Baseball cap, Multicam Green with Velcro AFP Identification Specialist Operations Teams – Baseball cap
2	Operational Shirt	Tactical Response Teams - Crye Precision™ Multicam Black - Combat Shirt Marksman Reconnaissance Team - Crye Precision™ Multicam Green - Combat Shirt Specialist Operations Teams - Crye Precision™ Blue LAC - Combat Shirt
3	Garrison / Admin Shirt	Tactical Response Teams - Crye Precision™ Multicam Black - Field Shirt Marksman Reconnaissance Team - Crye Precision™ Multicam Green - Field Shirt
4	Pants	Tactical Response Teams - Crye Precision™ Multicam Black - Combat Pants Marksman Reconnaissance Team - Crye Precision™ Multicam Black - Combat Pants Specialist Operations Teams - Crye Precision™ Blue LAC - Combat Pants
5	Utility belt	Tactical Response Teams/Specialist Operations Teams - Black Marksman Reconnaissance Team - Tan
6	Boots	Tactical Response Teams - Black Tactical Boots – Specific to task

		Marksman Reconnaissance Team – Tan/Brown Specialist Operations Teams – Black SPC issue boots
7	Socks	Tactical Response Teams/Specialist Operations Teams - Black Marksman Reconnaissance Team – Tan/Brown
8	Jacket	Tactical Response Teams/Specialist Operations Teams - Carinthia Black - Cold Weather Jacket Marksman Reconnaissance Team - Carinthia Tan/Green - Cold Weather Jacket

Embellishments and Accessories:

9	Identification	Left Sleeve: Tactical Response Teams/Marksman Reconnaissance Team - Velcro subdued black AFP Shoulder Flash, and Velcro Australian National Flag (ANF) Specialist Operations Teams - Velcro blue AFP Shoulder Flash, and Velcro Australian National Flag (ANF) Right Sleeve: Tactical Response Teams/Marksman Reconnaissance Team - Velcro Tactical Response Team or AFP Shoulder Flash, and Velcro Tactical Response Team Registered Operator Number OR Designated Team Call Sign Specialist Operations Teams – Velcro blue AFP Shoulder flash and Velcro Blue AFP badge number
10	Personal Protective Equipment (PPE)	Order of Dress does not list task specific PPE which may be issued and worn operationally.

Note:

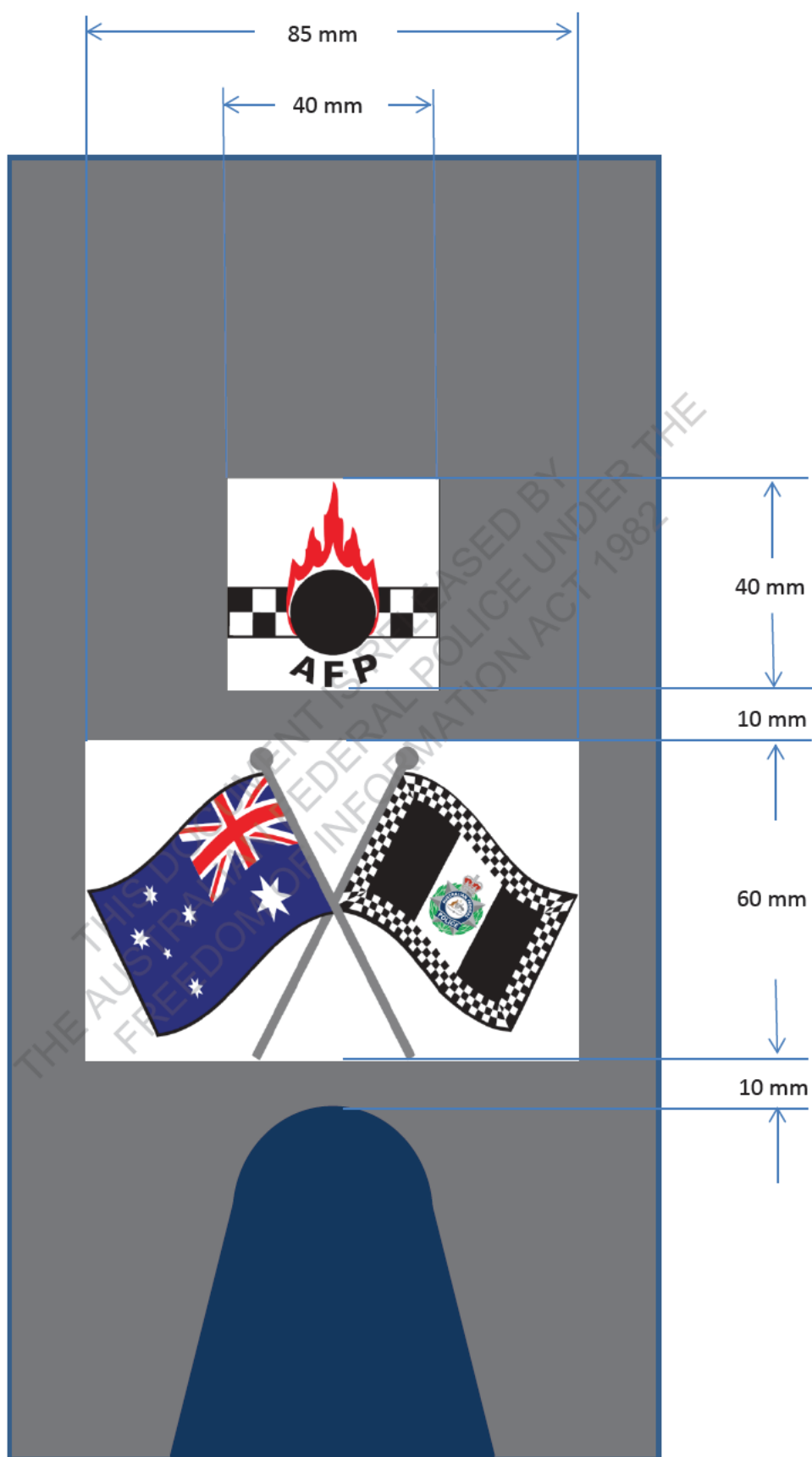
1. Further Police identification is worn on task specific PPE.
2. Marksman Response Team Operators may wear the Arid or Jungle version of this uniform dependant on operating or training environment in order to achieve required outcomes.

3. Tactical Response Team Operators may wear the Multicam Green uniform whilst undertaking rural operations or training.
4. Discreet Operations members may wear the Multicam Black and Multicam Green uniforms under the authorisation of a Tactical Response Tactical Commander in support of Tactical Response operations.
5. The following are considered Specialist Operations teams:
 - a. Bomb Response Team
 - b. Search and Rescue
 - c. Maritime
 - d. Crisis, Hostage and Negotiation Operations team
 - e. Canine Operations
 - f. Specialist Response Team
 - g. Tactical Intelligence

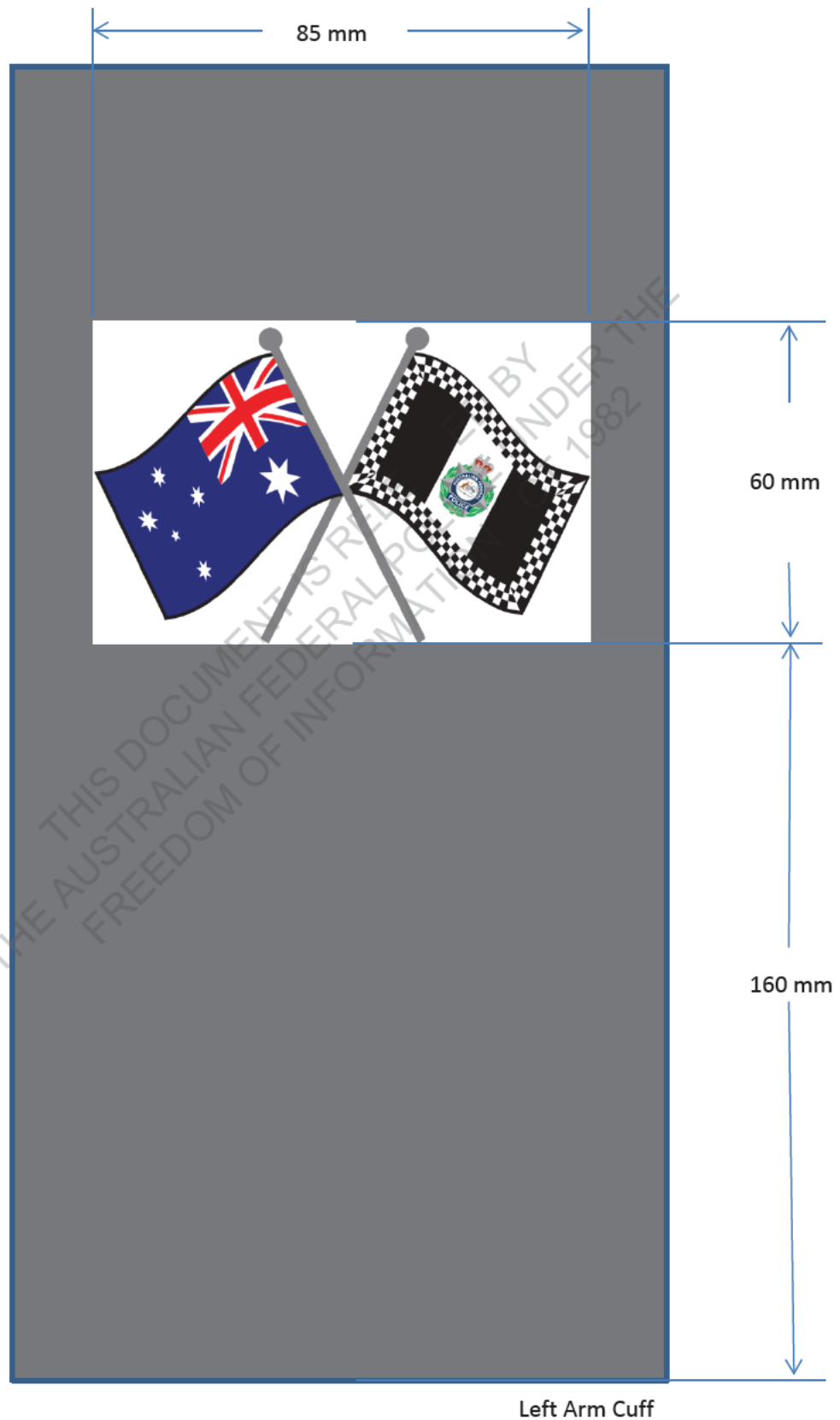
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1. AFP Mess Kit – Left Sleeve CAPO Flags and Bomb Blast embellishments



2. AFP Ceremonial Tunic – Embroidered CAPO Badge location on Left lower arm sleeve



3. AFP Tunic – AFP Badge and Insignia position for First Constable, Senior Constable, Leading Senior Constable and PSO equivalent



AFP Tunic – AFP Badge and Insignia Position Sergeant and Station Sergeant and PSO equivalent



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AFP National Guideline on Constable and Protective Service Officer titles

View document details (metadata)

1. Disclosure and compliance

This document is classified **OFFICIAL** and is intended for internal AFP use.

Disclosing any content must comply with Commonwealth law and the [AFP National Guideline on disclosure of information](#).

Compliance

This instrument is part of the AFP's professional standards framework. The [AFP Commissioner's Order on Professional Standards \(CO2\)](#) outlines the expectations for appointees to adhere to the requirements of the framework. Inappropriate departures from the provisions of this instrument may constitute a breach of AFP professional standards and be dealt with under Part V of the [Australian Federal Police Act 1979](#) (Cth).

2. Acronyms

AFP	Australian Federal Police
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3. Authority

This National Guideline was issued by the Commissioner under s. 37(1) of the [Australian Federal Police Act 1979](#) (Cth).

4. Definitions

Member - means an AFP employee in respect of whom a declaration under s. 40B of the [Australian Federal Police Act 1979](#) (Cth) is in force.

Protective Service Officer - means an AFP employee in respect of whom a declaration under s. 40EA of the Act is in force.

5. Introduction

This guideline outlines the policy and procedures to apply when considering awarding, using or revoking the administrative titles of:

- First Constable
- Senior Constable
- Leading Senior Constable
- Protective Service Officer Grade 1
- Protective Service Officer Grade 2
- Senior Protective Service Officer
- Protective Service Sergeant
- Protective Service Superintendent.

6. Eligibility

First Constable

Members will be eligible for the title of First Constable upon completing 4 years policing service. This includes a probationary period but not unsworn service or time served during recruit training at the AFP College.

Granting the title First Constable recognises service and experience and will not attract additional remuneration.

Appointed members will be entitled to use the title and wear the insignia of a First Constable per the [AFP National Guideline on uniform and standards of dress](#).

Eligibility for the title of First Constable will be determined and awarded on an ongoing basis.

Senior Constable

Members will be eligible for the title of Senior Constable upon completing 6 years policing service. This includes a probationary period but not unsworn service or time served during recruit training at the AFP College.

Granting of the title Senior Constable is in recognition of service and experience and will not attract additional remuneration.

Appointed members will be entitled to use the title, and wear the insignia of a Senior Constable per the [AFP National Guideline on uniform and standards of dress](#).

Eligibility for the title of Senior Constable will be determined and awarded on an ongoing basis.

Leading Senior Constable

Members will be eligible for the title of Leading Senior Constable upon satisfying the eligibility requirements for the title of Senior Constable and attaining the level of Band 5 in accordance with the provisions of the AFP Enterprise Agreement.

Appointed members will be entitled to use the title, and wear the insignia of a Leading Senior Constable per the [AFP National Guideline on uniform and standards of dress](#).

Eligibility for the title of Leading Senior Constable will be determined and awarded on an ongoing basis.

Protective Service Officer Grade1

Protective Service Officers will be eligible for the title of Protective Service Officer Grade 1 upon completing 4 years sworn protective service. This includes a probationary period but not unsworn service or time served during recruit training at the AFP College.

Granting the title Protective Service Officer Grade 1 recognises service and experience and will not attract additional remuneration.

Appointed members will be entitled to use the title, and wear the insignia of a Protective Service Officer Grade 1 per the [AFP National Guideline on uniform and standards of dress](#).

Eligibility for the title of Protective Service Officer Grade 1 will be determined and awarded on an ongoing basis.

Protective Service Officer Grade 2

Protective Service Officers will be eligible for this title when appointed per the Act to a designated Protective Service Officer Grade 2 position.

Senior Protective Service Officer

Protective Service Officers will be eligible for this title when appointed per the Act to a designated Senior Protective Service Officer position.

Protective Service Sergeant

Protective Service Officers will be eligible for this title when appointed per the Act to positions classified within the bands 6 to 8 inclusive and per the AFP Enterprise Agreement.

Protective Service Superintendent

Protective Service Officers will be eligible for this title when appointed per the Act to positions classified as Protective Service Superintendent positions.

7. Lateral recruits

Lateral recruits who can provide written evidence of prior policing service (including probation) may be eligible for the relevant administrative titles of First Constable, Senior Constable, or Leading Senior Constable on completing the AFP probationary period.

Where a lateral recruit has not completed sufficient prior policing service, any prior service (including probation) will count towards eligibility for future awards of administrative titles once the cumulative qualifying period is met.

If there is a break in service, eligibility may be assessed on an individual basis and will be awarded at the discretion of the National Designation and Rank Endorsement Panel.

8. Appointment process

AFP Recognition and Ceremonial will prepare a list of the members who satisfy the requirements of the administrative titles and forward it to the National Designation and Rank Endorsement Panel for granting. The panel may delegate this granting authority

Although AFP Recognition and Ceremonial will monitor member and Protective Service Officer service history and advise employees of their eligibility to be granted an administrative title, there is a mutual obligation between the member and AFP Recognition and Ceremonial to address all steps necessary for a timely assessment to take place.

9. Award of administrative titles

Members and Protective Service Officers granted an administrative title will be presented their insignia from their relevant supervisors on, or soon after, their eligibility date and must wear the insignia from that time.

10. Transitional provision

Members who on the day prior to this guideline coming into effect had been granted the title of Senior Constable in accordance with any guideline or instruction are entitled to maintain that title.

Members who on the day this guideline comes into effect satisfy the requirements to be granted the titles of First Constable, Senior Constable or Leading Senior Constable are deemed to be granted those titles with effect from 25 April 2011.

Protective Service Officers who on the day prior to this guideline coming into effect had been granted the titles of Protective Service Officer Grade 1, Protective Service Officer Grade 2, Senior Protective Service Officer or Protective Service Superintendent in accordance with any guideline, instruction or appointment in accordance with the Act are entitled to maintain that title.

Protective Service Officers who on the day this guideline comes into effect were appointed per the [Australian Federal Police Act 1979](#) (Cth) to positions classified within the bands 6 to 8 inclusive per the [Australian Federal Police Collective Agreement 2007-2011](#), are deemed to be granted the title of Protective Service Sergeant with effect from 1 April 2011.

11. Use of title

The use of administrative titles must comply with the:

- [Australian Federal Police Commissioner's Order on Administration \(CO1\)](#)
- [AFP National Guideline on uniform and standards of dress](#).

This recognition system permits members of the AFP and the public to readily identify each uniformed AFP employee's experience and achievements through administrative titles.

12. Further advice

Any queries relevant to the content of this guideline should initially be referred to Coordinator, Recognition and Ceremonial.

13. References

Legislation

- [Australian Federal Police Act 1979](#) (Cth).

AFP governance instruments

- [AFP National Guideline on uniform and standards of dress](#)
- [Australian Federal Police Enterprise Agreement 2012-2016](#)
- [Australian Federal Police Commissioner's Order on Administration \(CO1\)](#).

Last updated: 2/09/2025 15:58

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