

## MANAGEMENT BOARD DECISION 20/2020 of 1 August 2020

### establishing the design and specifications for the uniforms of the statutory staff in the European Border and Coast Guard Standing Corps

#### THE MANAGEMENT BOARD

Having regard to the European Border and Coast Guard Regulation (hereinafter “the Regulation”)<sup>1</sup>, in particular Article 82(6) thereof,

Whereas:

- (1) In accordance with Article 55(1) of the Regulation, Frontex shall contribute members of its statutory staff to the European Border and Coast Guard Standing Corps to be deployed in operational areas as members of the teams.
- (2) In accordance with Article 82(6) first subparagraph of the Regulation, the statutory staff who are members of the teams shall wear the uniform of the standing corps while performing their tasks and exercising their powers.
- (3) In accordance with Article 82(6) fourth subparagraph of the Regulation, the Management Board establishes the design and specifications for the uniforms of the statutory staff on the basis of a proposal from the Executive Director made after receiving the opinion of the Commission.
- (4) The opinion of the Commission was received on 29 May 2020 (C(2020)3365).
- (5) The uniform of the standing corps should convey European Union values, integrating the authority and the service to the Union/Schengen Associated Country citizens.
- (6) While the design and specifications for the uniforms of the statutory staff adopted by this Decision reflect the current operational requirements, they may be further developed in order to meet emerging and future needs.

#### HAS DECIDED AS FOLLOWS:

##### *Article 1*

##### **Design and specifications for the uniforms of the statutory staff**

The design and specifications for the uniforms of the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams, as set out in the Annex to this Decision, is hereby adopted.

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<sup>1</sup> Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

*Article 2*

**Further adjustments to the specifications for the uniforms of the statutory staff**

1. Further limited functional and technical adjustments for the uniforms of the statutory staff in order to develop the uniform further as a system, including measures to enhance the way the responsibilities and identity of the statutory staff are conveyed, may be made by the Executive Director retaining the overall concept of the uniform, without any significant impact on the visual appearance.
2. The adjustments described in paragraph 1 may only be made to reflect operational requirements.
3. The Executive Director shall inform without delay the Management Board of any decision taken under this article.

*Article 3*

**Entry into force**

This Decision enters into force on the day following the date of its adoption.

Done by written procedure, 1 August 2020.

For the Management Board

[signed]  
Marko Gašperlin  
Chairperson

ANNEX:

The design and specifications for the uniforms of the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams



# The design and specifications for the uniforms of the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams

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# 1. Introduction

## 1.1. Purpose of the document

The purpose of this document is to establish the design and specifications for the main uniform garments of the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams (hereinafter the “Statutory Staff”).

## 1.2. Preparations and methodology

The design and specifications established in this document are based on thorough research and engaging recognised experts in the field, e.g.:

- Mapping and benchmarking of European uniform concepts:
  - Studying the latest implemented law enforcement uniform concept (Estonian Border Guard);
  - Studying technical specifications from recent public tenders for other types of uniforms (e.g. Swedish Armed Forces and law enforcement agencies from Germany, Italy, Lithuania, The Netherlands, Poland, Portugal and Spain);
  - Consultations with academia (e.g. Niederrhein University of Applied Sciences, Germany, and Aalto University, Finland).
- Consulting the needs of the operational entities in the Agency;
- Surveying Agency’s personnel (both Temporary Agents and Seconded National Experts) and deployed Team Members from EU Member States and Schengen Associated Countries (MS/SAC) regarding their experiences and expectations related to the use of uniforms;
- Soliciting external consultancy service<sup>1</sup> in order to provide expert advice on design and technical requirements throughout all phases of the project.

## 1.3. The Uniform for the Statutory Staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams

In accordance with the European Border and Coast Guard Regulation<sup>2</sup>, the Statutory Staff shall wear, the uniform of the European Border and Coast Guard Standing Corps while performing their tasks and exercising their powers. The design and specifications for the uniforms are set out in Chapter 3 and 4.<sup>3</sup>

In addition, all members of the teams including the statutory staff of the Agency shall wear visible personal identification and a blue armband with the insignias of the Union and of the Agency on their uniforms, identifying them as participating in a joint operation, migration management support team deployment, pilot project, rapid border intervention, return operation or return intervention.

The uniform of the Statutory Staff shall have dual purpose:

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<sup>1</sup> Focused on textile and garment manufacturing - in the context of textile use, service and production - with significant experience in strategic market and business considerations, ranging from support to civil service at national and European level as well as networking, compliance, marketing, communications, sales, process optimization, supplier audits, quality assurance, design, product development, complete CI line creation and procurement to events.

<sup>2</sup> Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

<sup>3</sup> Members of the teams who are seconded from Member States for a long term or who are deployed for a short term shall wear their own uniform while performing their tasks and exercising their powers.

- **Strategic Purpose:** To convey EU values, integrating the authority and the service to the Union as well as the Schengen Associated Countries citizens;
- **Operational and Tactical Purpose:** To allow the Statutory Staff to effectively carry out duties, in line with the duty of care across all types of indoor and outdoor conditions associated with the external borders, the pre-frontier area and Third Countries.

## 2. Concept

Uniforms have existed all around the world since ancient times and have evolved continuously over the years, and see use in a wide range of different services covering even more number of purposes. The modern day law enforcement uniform is a result of continuous improvement of the first standardised uniforms introduced in the first half of the nineteenth century having nowadays specific emphasis on functionality and comfort. It is on this accumulated knowledge and experience, not least in Europe, that the Agency has developed the concept of the uniform for the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams. A uniform is a complex system and there are a number of parameters which have been taken into consideration when developing the current concept.

- **Strategic Message Conveyed Through Appearance:** It is of strategic importance that the visual appearance of the uniform conveys credibility and trustworthiness. It should carry authority but must not be intimidating. Furthermore, it should be recognisable as law enforcement while at the same time symbolically conveying the European dimension and its values.

Hence the majority of EU MS / SAC police services traditionally are equipped with blue coloured uniforms, since 1998 on European scale the idea got momentum to agree on choosing blue as a first choice for law enforcement uniforms. Therefore, several EU Member States adopted blue coloured uniform styles. Nowadays the dark blue uniform image is customarily acknowledged as an identifier for police, law enforcement and/or public security services as such<sup>4</sup>.

The uniform comes with the function to add epaulettes and other functionalities allowing the addition of functional ranks, distinguishing markings such as European flag, Frontex logo, name and personnel number tags, etc.

- **Duty of Care:** Developing and implementing a uniform capability should ensure the safety, security and health requirements for the statutory staff to be deployed as members of the teams, fulfilling the Agency's obligation to the Duty of Care. The associated garments must therefore be fully interoperable with personal equipment needed for protection as well as for carrying out duties, including exercising executive powers and use of force.

The Tactical First Aid equipment is an essential tactical component of any border and coast guard and conveys the message that the Statutory Staff of the Standing Corps is a competent and capable partner. The rationale for providing Personal Protective Equipment (PPE) and other special safety equipment is intentionally not directed to any tactical police context. Instead it is focusing on the general aspects of safety, security and health. Thus, all safety equipment provided alongside the uniform as helmets, boots etc. are to be made in fluoresced yellow colour.

- **Time:** The European Border and Coast Guard Standing Corps shall be operational by 1 January 2021, by which time part of the statutory staff in the European Border and Coast Guard Standing Corps to be deployed as members of the teams (in accordance with Annex I of the Regulation) will have undergone training. Given this time constraint the development and implementation of the Uniform Capability will be done gradually adopting an evolutionary approach, enabling the statutory staff members to be deployed to current operational areas and perform duties from January 2021 onwards. The Uniform Capability can then be further developed in order to gradually be able to

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<sup>4</sup> Spencer Kidd, R. (2019) *Police Uniforms of Europe 1615-2017 (Volume 3)*.

cover the full scope of needs, drawing on lessons learned. Therefore, a gradual approach is proposed to be adopted starting with the service uniform to be procured during 2020.

- **Market:** The more the Uniform Capability adheres to what can be found off-the-shelf, the likelier it is that the market will respond to the needs of the Agency and will be able to provide a sustainable supply chain over time. The law enforcement uniform market is big but preliminary analysis suggests there is a convergence in terms of, for example, colour, material, functionality, comfort fitting and design of existing national law enforcement uniform designs.
- **Benchmarking:** The minimum standards for uniforms and equipment for European police officers as advocated by both the European Police Union (EPU<sup>5</sup>) and the European Confederation of Police (EuroCOP<sup>6</sup>) is the starting point for the Agency's Uniform Capability. Furthermore, the development also draws on the Agency's in-house expertise - serving or former uniformed border guards, coast guards and police officers<sup>7</sup> - as well as on studying existing uniform capabilities in MS/SAC for law enforcement and defence.
- **Operations:** Once operational, the European Border and Coast Guard Standing Corps shall be able to serve at the EU's external borders and in Third Countries - land, air and sea as well as in return-related tasks. The Uniform Capability should therefore be compatible with the different characteristics of the physical environment, both outdoor (e.g. cold, heat, humidity, rain, snow and wind) and indoor conditions. Given that most of the Agency's operational activities are along the southern and eastern external borders, catering to the associated needs is the priority for the short term.
- **Functionalities:** The Uniform Capability therefore needs to have the functionality to enable staff to perform operational border and coast guard tasks in all types of operational areas effectively and comfortably. This includes ensuring that they are mobile and can carry the necessary personal equipment. It further includes being able to perform field related tasks on foot, in vehicles, on ships and on aircraft. The functionalities of the garments of the uniform system should also allow for being able to be used in the Agency's Headquarters, antenna offices as well as when undergoing training. In addition the garments should be able to be used for formal purposes, including for ceremonies. Lastly it should be able to be able to be cleaned without being damaged.

Due to the focus on border guarding activities such as border surveillance, patrolling the borders and edificial duties e.g. in airports and ports, the uniform concept intentionally does not put emphasis on reflective items and high visibility. However, the systematic approach to two different types of load bearing vests and one vests with reflective and highly visible coloured elements assures safety and health at duty places with road traffic and road traffic infrastructure, e.g. Border Crossing Points (BCPs).

- **Comfort:** The Uniform Capability shall be able to accommodate specificities associated with gender and physical characteristics (e.g. build and height).
- **Cost:** The Uniform Capability shall be affordable in the context of a through-life management perspective. The more the Uniform Capability adheres to what already exists in Member States, the more likely it is that an affordable solution can be sustained.
- **Modular Approach:** The uniform concept should both follow a modular and a layered approach. This means all uniform items can be worn by the individual Statutory Staff interchangeably. Regarding the need to serve along the EU's external border, meaning to provide compatibility with the different characteristics of the physical environment both outdoor and indoor, the thermos-

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<sup>5</sup> EPU is representing more than 15 national police unions of the EU with more than 500,000 police collaborators in Europe.

<sup>6</sup> EuroCOP is the umbrella organisation for 35 police unions and staff organisations in Europe with good relationship to DG HOME of the European Commission.

<sup>7</sup> Capability Programming Office: Survey on Personal experiences gained in the field of uniform wearing (September 2019).

insulation is built by the layered utilisation of the several provided items and will cover the range from -50° C to +50° C. An important function of the modular approach is to assure coherent and uniform appearance amongst Statutory Staff wearing different uniform items. While for some uniform modules it becomes necessary to instruct that the items should not be worn during the day, other uniform concepts are such as modular that it is up the individual to decide and to combine garments appropriately (e.g. short sleeve polo, sweater or jacket).

### 3. Design

Figure 1 illustrates the recommended design for the Statutory Staff. The use of dark blue ensures that it is visually similar to the uniforms of most national law enforcement authorities. It conveys authority, while serving the community. Hence the uniform is clearly recognisable and credible as law enforcement without being intimidating. The inclusion of azure blue, featuring prominently on the upper half of the shirt and jacket of the garments used for the field related tasks conveys the European dimension and its values, thus distinguishing the Statutory Staff from those of national authorities in a subtle but adequate manner. For the formal tasks comes across more decent and elegantly without having too dominant azure blue elements.

- European flag on the right arm;
- Frontex logo in a shield format on the left arm;
- Nametag (or personal number) on the left side of the chest;
- “FRONTEX / EUROPEAN BORDER AND COAST GUARD” on the back;
- Replaceable translation of “European Border and Coast Guard” into national language(s) of place of deployment (on a hook and loop fastener patch or equivalent);
- “Border Guard”, “Coast Guard” or “Returns” on soft epaulettes;
- European Border and Coast Guard logo on headwear.

Design sketches of the main uniform garments can be found in Figure 1, 2, 3, 4, 5 and 6.





Figure 1: Design of main garments with dark blue primary colour and azure-blue chest-band.



**Figure 2:** Design of main garments with dark blue primary colour and azure-blue chest-band.



**Figure 3:** Coast Guard workwear/rainwear and garments for formal purposes.



**Figure 5:** Front and back of the shirt to be used for field related tasks with bilingual add-on, on the back, below the English text, attached with hook and loop fastener or equivalent, replaceable depending on the place of deployment



**Figure 6:** Zoomed-in image to show visual identity features

## 4. Specifications for the main uniform garments

This chapter sets out the specifications of the main uniform garments. In general all sets of uniform garments described below should be designed to meet the requirements of Chapter 3 unless indicated.

### Winter jacket/anorak

- Waterproof, windproof, breathable, membrane fabric
- Temperature range circa +15/-50° C
- Removable separately usable fleece inlay/sweater
- Hip-length in order to operate operational gear from the belt
- Pockets accessible while wearing loadbearing vests
- One-piece, low weight, pen pocket, reinforced elbow and other friction points with heavy-duty durable fabric, e.g. CORDURA®, Ballistic Nylon or equivalent
- Azure-blue chest-band
- Minimalistic approach regarding pockets
- Without hood
- Pocket flaps of contrasting colour
- Upper back - print "FRONTEX / EUROPEAN BORDER AND COAST GUARD"
- Upper back - translation of European Border and Coast Guard to local language(s) used by the border guard or return services of the host country, attached using hook-and-loop fastener
- Left upper arm - Frontex logo in the shield format attached using hook-and-loop fastener
- Right upper arm European flag attached using hook-and-loop fastener
- Left upper chest ID/name tag, attached using hook-and-loop fastener
- Soft epaulettes "BORDER GUARD"/"COAST GUARD"/"RETURNS"

### Summer jacket/blouson

- Same specifications as for the winter jacket as described above
- Temperature range circa 0/+25° C

### Shirts (short sleeve)

- Polo shirts
- High-end sports quality (low cotton ratio)
- Non-iron
- 2-button
- Without pockets (see load bearing vests)
- Azure-blue chest-band or azure-blue chest stripe
- Upper back - print "FRONTEX / EUROPEAN BORDER AND COAST GUARD"
- Upper back - translation of European Border and Coast Guard to local language(s) used by the border guard or return services of the host country, attached using hook-and-loop fastener
- Left upper arm - Frontex logo in the shield format attached using hook-and-loop fastener
- Right upper arm European flag attached using hook-and-loop fastener

- Left upper chest ID/name tag, attached using hook-and-loop fastener
- Soft epaulettes “BORDER GUARD”/”COAST GUARD”/”RETURNS”

#### **Lightweight sweater/jumper**

- Without pockets
- Turtleneck
- Zipper
- Upper back - print “FRONTEX / EUROPEAN BORDER AND COAST GUARD”
- Upper back - translation of European Border and Coast Guard to local language(s) used by the border guard or return services of the host country, attached using hook-and-loop fastener
- Left upper arm - Frontex logo in the shield format attached using hook-and-loop fastener
- Right upper arm European flag attached using hook-and-loop fastener
- Left upper chest ID/name tag, attached using hook-and-loop fastener
- Soft epaulettes “BORDER GUARD”/”COAST GUARD”/”RETURNS”

#### **Trousers (multifunctional)**

- Front pocket for mobile device/phone
- Reinforced belt loops
- Reinforced knee protection
- Side pockets, elastic legend, pockets with inner elastic separation, elastic and breathable inserts for higher comfort of pants

#### **Duty belt**

- Black
- Basket weave
- 58 mm width
- Combination belt with inner liner belt
- Quick-release
- Front side marking “FRONTEX”

#### **Socks (winter and summer)**

- Basic and highly symbolic item regarding Frontex Duty of Care
- Part of the layered approach

#### **Half-boots/ankle boots (all season)**

- Waterproof, breathable membrane fabric
- Black
- Anti-shock and oil resistant
- Maximum circa 1400 g weight per pair

#### **Tactical gloves**

- Aramid, Kevlar or similar
- Protective against punctures

- Cut and stab-protection

#### **Winter gloves**

- Basic and highly important item regarding Frontex Duty of Care
- Part of the layered approach
- Windproof and waterproof
- Convenient for touch screen use

#### **Cap**

- Baseball-style has proven to be as most positive accepted headdress
- High-end quality
- Reinforced hardened material for limited head protection
- Hook and loop fastener gear for Frontex logo/branding

#### **Winter cap (fleece)**

- Part of the layered approach
- Woven/Hook and loop fastener gear for Frontex logo/branding

#### **Functional seamless undershirt/tee**

- Tactical function as underlay of the body armour/bullet proofed vest
- Basic and highly symbolic item regarding Frontex Duty of Care
- Part of the layered approach

#### **Underwear (thermo)**

- Uniform colour
- Basic and highly symbolic item regarding Frontex Duty of Care
- Part of the layered approach
- Long sleeve/pants
- Essential part of Frontex compliance with Gender mainstreaming

#### **Rainwear**

- Uniform colour
- Two-sections (trousers/lower part and jacket/upper part)
- Min. 20.000 mm waterproof rating
- Wind breaker function
- Off-shore fitting
- Reversible function (marking outside/no marking inside)
- Basic and highly symbolic item regarding Frontex Duty of Care
- Part of the layered approach
- Upper back - print "FRONTEX / EUROPEAN BORDER AND COAST GUARD"
- Upper back - translation of European Border and Coast Guard to local language(s), attached using hook-and-loop fastener
- Left upper arm - Frontex logo in the shield format attached using hook-and-loop fastener



- Right upper arm European flag attached using hook-and-loop fastener
- Left upper chest ID/name tag, attached using hook-and-loop fastener

#### **Transportation bag/duffel bag**

- Inevitable for transportation/redeployment capacities
- With handle and wheels
- Min. 60 litre capacity/size

#### **Formal jacket**

- Blouson style

#### **Trousers (representative without side pockets)**

- Formal non-operational appearance
- Reinforced belt loops

#### **Representative belt**

- Formal non-operational appearance
- Black
- Plain leather
- 58 mm width

#### **Shoes**

- Loafer with rubber sole and laces
- Black
- Formal non-operational appearance

#### **Gloves**

- Black
- Leather
- Formal non-operational appearance

#### **Side cap**

- Formal and festive appearance
- Woven in Frontex logo/branding
- Two colours available (dark blue and azure blue)

#### **Business shirt (long-sleeve)**

- Formal semi-operational appearance
- Two pockets
- Pocket flaps of contrasting colour
- Upper back - print "FRONTEX / EUROPEAN BORDER AND COAST GUARD"
- Upper back - translation of European Border and Coast Guard to local language(s) used by the border guard or return services of the host country, attached using hook-and-loop fastener
- Left upper arm - Frontex logo in the shield format (woven/non hook and loop fastener)
- Right upper arm European flag (woven/non hook and loop fastener)

- Left upper chest ID/name tag, (woven/non hook and loop fastener)
- Soft epaulettes “BORDER GUARD”/”COAST GUARD”/”RETURNS”

**Tie**

- Contemporary design
- Dark blue without any embroideries
- One size