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**POLICE  
SCOTLAND**

Keeping people safe

**Uniform and Appearance Standards (Police  
Officers)**

**Standard Operating Procedure**

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1.00	Initial Approved Version	01/02/2016
2.00	Section 7.2.1 added to provide clarification on wearing of uniform and PPE off duty  Section 6.4.5 and 6.4.7 added to provide clarification in regards to the wearing of cultural or religious headwear.	07/11/2016
3.00	Section 1 Purpose amended to note the Equality, Diversity and Dignity Policy  Section 5.2 amended to include Human Rights  Section 6.1.1 amended to include harness  Section 6.3 amended to provide clarification in relation to footwear  Section 6.6.4 amended to cover confidentiality  Section 9.2 amended to include Irritant Spray Guidance  Section 11.4.2 amended to include Diversity Staff Associations	27/07/2017

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### **1. Purpose**

- 1.1. This Standard Operating Procedure (SOP) supports the Police Service of Scotland, hereafter referred to as Police Scotland, Equality, Diversity and Dignity Policy and provides guidance regarding the uniform and appearance standards required of Police Scotland officers.

### **2. Application**

- 2.1 This SOP applies to all police officers including special constables.

### **3. Principles**

- 3.1 Police officers on duty, whether in uniform or in plain clothes, must display a positive image of the police service in the standard of their appearance which is appropriate to their role. A breach of the Standards of Professional Behaviour may constitute misconduct (Police Service of Scotland (Conduct) Regulations 2014).

### **4. Equality and Human Rights Considerations**

- 4.1 In prescribing policies and procedures the Chief Constable must give consideration to legislative responsibilities outlined in the Equality Act 2010 and the Human Rights Act 1998.
- 4.2 Whilst individuals may wish to present themselves in a particular way, and exercise their right to make choices regarding their appearance, this needs to be balanced against the standards prescribed by Police Scotland.
- 4.3 These standards are informed by health and safety considerations and the standards reasonably expected from a disciplined, professional organisation like Police Scotland.
- 4.4 Individuals who wish to make requests for variations or exemptions due to cultural, religious, medical / disability or other relevant circumstances, should engage in dialogue with their line manager.

### **5. Health and Safety Considerations**

- 5.1 All risk assessments referred to throughout this SOP should be documented in writing, however, where this is not practicable, a dynamic risk assessment should be undertaken by the officer's supervisor.
- 5.2 Where bespoke variations or exemptions to uniform and appearance standards are agreed, these should be subject to an equality and human

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rights impact assessment and risk assessment by line management, to ensure that they do not pose a health and safety risk, or inadvertently breach the human rights of an individual, or member of the public. For further guidance please refer to the Health and Safety (Police Officer and Authority / Police Staff) SOP.

### **6. Uniform**

#### **6.1 Default Operation Uniform**

6.1.1 The police issue items named in this section shall constitute the default operational uniform which is to be worn whilst on duty unless otherwise directed:

- cap / hat;
- body armour contained within overt cover;
- high-visibility equipment carrier vest;
- black wicking top;
- black trousers with trouser belt;
- utility belt or harness, where relevant, with baton, handcuffs and key, CS or PAVA irritant spray, document pouch and Fastrap; and
- epaulettes with numerals and / or rank insignia

6.1.2 Additional police issue items to be worn when circumstances dictate:

- micro fleece;
- fleece jacket worn under the high visibility jacket;
- high visibility jacket / lightweight fine weather high visibility waistcoat;
- waterproof over trousers;
- snood;
- torch; and
- gloves.

6.1.3 All officers, regardless of rank, shall wear the appropriate prescribed uniform during their tour of duty and be in possession of their warrant card.

6.1.4 Officers who require to remove their PPE whilst within police premises must display their warrant card on police issue lanyard. Police lanyards should normally be removed when outside police premises unless otherwise directed. Lanyards worn should be Police Scotland issue.

6.1.5 Officers performing non-frontline duties will wear the default operational uniform as listed above (excluding body armour and utility belt) subject to risk assessment. These officers shall ensure access to their full PPE at all times.

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- 6.1.6 Officers may wear business dress if commensurate with the duties being undertaken. Supervisors have responsibility and authority to determine what is appropriate in such circumstances.
- 6.1.7 Under no circumstances should items of clothing with legacy force badges or logos be worn.
- 6.1.8 The zip on the black wicking and / or other garments should be fully fastened so as to maintain a smart appearance at all times and long sleeves should not be rolled up.

### **6.2 Shoulder Numerals / Epaulettes**

- 6.2.1 Epaulettes displaying a divisional shoulder number (divisional letter and number) and / or rank insignia must always be displayed and worn by all uniformed officers to facilitate identification at an operational level and by members of the public. For further information regarding the issue of epaulettes and the rank insignia to be worn following temporary promotion or secondment, please see Appendix C.
- 6.2.2 If required by a member of the public to provide information as to their identity officers must balance the need for accountability and that of Officer Safety, and on request provide their shoulder number.

### **6.3 Footwear**

- 6.3.1 Footwear will be black and shall be clean / polished at the start of each tour of duty.
- 6.3.2 Except where specialist uniform is worn, black shoes / boots should be centrelaced or slip-on style, with a plain toe, smooth finish and a non-slip tread.
- 6.3.3 Socks should be solid black with no design.
- 6.3.4 The above-mentioned items are not police issue and are the property of the individual except where required in order to carry out a specialist role.

### **6.4 Headwear**

- 6.4.1 Police headwear should be worn at all times whilst in operational uniform in an external environment, unless it impedes the officer in the execution of their duties.
- 6.4.2 The cap skip should not be 'slashed' to give a more military style appearance.
- 6.4.3 There is no requirement for headwear to be worn in police vehicles.
- 6.4.4 Officers riding pedal cycles on duty must wear a police issue cycle safety helmet.

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- 6.4.5 Where an officer requires a variation to standard issue headwear for cultural or religious reasons (e.g. Hijab, Kippah, Turban etc.). Stores should be contacted at (Information has been removed due to its content being exempt in terms of the Freedom of Information (Scotland) Act 2002, Section 30- Prejudice to effective conduct of public affairs)
- 6.4.6 Transgender officers should engage with line managers in order to agree transition arrangements. During this discussion, consideration should be given to whether the hat or cap is most appropriate. Further guidance is available in the Transgender People in Employment (Police Officers and Authority/ Police Staff) SOP.
- 6.4.7 Where a head covering of cultural or religious significance is worn (see 6.4.5), the officer's face must not be obscured in any way and service insignia and numbering must remain visible. Wherever possible such coverings should be tucked beneath outer clothing and worn under police issue headwear, in line with Health and Safety considerations (see Section 5), to minimise risk to the wearer.
- 6.4.8 Officers must ensure that their face is not obscured when engaging with members of the public unless undertaking duties, such as Public Order, when circumstances dictate the use of specialist clothing and equipment.

### **6.5 Restricted Duties, Pregnancy and Modifications**

- 6.5.1 Pregnant officers, and those on restricted duties, may continue to wear uniform where practical and subject to risk assessment. Where this is not suitable, business dress appropriate to the role may be worn.
- 6.5.2 There is no specific maternity uniform available, however, alternative sizes of standard issue uniform are available on request.

### **6.6 Uniform Modifications**

- 6.6.1 Officers may request modifications to their uniform or equipment e.g. due to changed body shape or medical conditions. The officer should raise this matter with their line manager who should progress this request via Stores. Requests for uniform modifications are assessed on a case by case basis.
- 6.6.2 Where an issue with uniform modification remains unresolved, the line manager should thereafter contact the Force Uniform Co-ordinator at: (Information has been removed due to its content being exempt in terms of the Freedom of Information (Scotland) Act 2002, Section 30- Prejudice to effective conduct of public affairs).
- 6.6.3 Officers who have disclosed a disability may require a 'reasonable adjustment' to their uniform and / or equipment. Advice from the occupational health provider, the officer themselves, and any other relevant individuals must all be taken account of in accordance with the Disability in Employment SOP and

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details of any such reasonable adjustments provided recorded on SCoPE.

6.6.4 Line managers dealing with any requests for modifications should treat such requests with sensitivity and ensure confidentiality is considered.

### **6.7 Dress Uniform**

6.7.1 The undernoted items shall only be worn on formal occasions or as directed by the Chief Constable:

- tunic;
- matching black wool trousers or skirts (skirts should be accompanied by black tights);
- white shirt; and
- black tie / cravat

6.7.2 These items are standard issue for Assistant Chief Constables and above.

6.7.3 Officers will wear uniform as directed and will generally be one of the following:

- police issue fleece jacket;
- own dress uniform if available; or
- officer should obtain dress uniform, subject to availability, from Stores.

6.7.4 Officers wishing to obtain dress uniform on a short-term basis for an authorised event may make enquiries with Stores, however, availability is limited and sufficient notice will be required.

### **6.8 Awards and Decorations**

6.8.1 In normal circumstances, the medal ribbon will be worn and should be positioned on the dress tunic or body armour as per the United Kingdom's convention on the order of wear (Appendix D):

- Gallantry;
- British Orders of Knighthood etc;
- Decorations;
- Medals for Gallantry and Distinguished Conduct;
- Campaign Medals;
- Jubilee, Coronation and Durbar Medals;
- Efficiency and Long Service Decorations and Medals; and
- Foreign Orders, Decorations and Medals.

6.8.2 Generally, the wearing of actual medals will be restricted to:

- royal occasions where officers form part of a guard of honour;

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- participation in processions where invited to represent Police Scotland, such as Remembrance Day, Scottish Police Memorial Day or National Police Memorial Day;
- designated Police Scotland ceremonies, such as the Passing Out Parade at Police Scotland College, Tulliallan; and
- formal participation in a designated police funeral i.e. pall bearer, guard of honour or usher.

Intimation will be provided for any other occasion where medals are to be worn.

6.8.3 Police officers not directly participating in the above activities but who are performing duty in connection with the event will not wear medals.

6.8.4 Officers may, on ceremonial or formal occasions, wear the medals of a close deceased relative (e.g. spouse, parent, child) on the right side of the tunic or body armour.

### **6.9 Specialist Uniform / Equipment**

6.9.1 Only the following specialist officers will routinely wear a uniform other than the default operational uniform described at section 6.1:

- Pedal cycle patrol officers;
- Motorcycle Unit;
- Mounted Unit;
- Dog Unit;
- Air Support Unit;
- Dive and Marine Unit;
- Armed Policing; and
- Operational Support Unit.

6.9.2 These officers should revert to the default operational uniform where engaged in duties not directly related to that specialism.

## **7. Personal Protective Equipment**

7.1 PPE consists of:

- handcuffs and key;
- baton;
- body armour;
- CS or PAVA irritant spray;

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- Airwave, including radio and earpiece;
  - Fastrap;
  - Spithood; and
  - Resuscitation aid
- 7.2 PPE, including body armour, will be worn by all operational police officers engaged in duties outside police premises.
- 7.3 PPE must also be worn by police officers in uniform and identifiable as such when representing the Force, particularly where there is a likelihood they will come into contact with members of the public.
- 7.4 Where officers are required to draw incapacitant spray at events, deployments or whilst attending training courses they should be in possession of their CS / PAVA authorisation cards thus allowing supervisors to quickly confirm that they are authorised to carry the spray. If an officer is unable to produce their card a SCoPE check should be carried out by the supervisor.
- 7.5 Officers should also carry any other appropriate authorisation cards in order to carry out duties such as the following:
- weigh vehicles and trailers;
  - prohibit dangerous vehicles;
  - Authorised Firearms Officers (AFO); and
  - administer a preliminary impairment test.

## **8. Plain Clothes Officers**

- 8.1 Officers engaged in overt plain clothes duties, where their identity is not concealed from the public (for example, CID officers), will wear appropriate business dress. Supervisors are responsible for ensuring standards which portray a professional image are maintained.
- 8.2 CID and plain clothes officers must wear covertly covered body armour and carry PPE when engaged in duties outside police premises where there is a likelihood they will come into contact with members of the public. Where this is not possible, for whatever reason, a dynamic risk assessment must be conducted by the supervising officer.
- 8.3 Officers undertaking covert duties which require that they are not identified as police officers should, where possible, carry or have ready access to PPE. Where this is not possible, for specific operational reasons, supervisors and those authorising such duties or activities must ensure that the risk assessments applicable to the particular area of covert work or individual deployment(s) provide mitigation and treatment of risk commensurate with the level of threat likely to be encountered.

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- 8.4 Police officers in plain clothes must wear clearly displayed warrant cards on police issue lanyard when on police premises.

### **9. Inspection and Maintenance**

- 9.1 All clothing and equipment issued to police officers is the property of SPA / Police Scotland and must be well-maintained, ready for use and, except where authorised, in an unaltered condition. It must be accounted for on request and returned when an officer to whom it was issued leaves Police Scotland.

- 9.2 It is the responsibility of each officer to:

- ensure their PPE is maintained and cleaned in accordance with Police Scotland Policy and Procedures. For further information and guidance in relation to the cleaning of PPE please contact the People & Development Health, Safety & Wellbeing Unit;
- ensure the safekeeping of their equipment and uniform;
- obtain appropriate uniform and badges of rank on promotion or transfer to uniform duties via Stores;
- ensure Stores are updated with any changes in measurements as per local procedures;
- ensure appropriate disposal of uniform and clothing items no longer required by bagging items and returning to Stores. PAVA irritant spray should be lodged / destroyed as per the Irritant Spray Guidance whilst batons, body armour, Airwave and handcuffs should be returned to Stores;
- ensure contaminated clothing is placed in yellow bags and disposed of as per local clinical waste procedures. Under no circumstances should contaminated clothing be returned to Stores; and
- return uniform and equipment on resignation, retiral, dismissal or requirement to resign.

- 9.3 Supervisors must ensure that the prescribed articles of equipment and uniform are worn appropriately and will address any issues relating to appearance.

- 9.4 Where an officer resigns, retires or is subject to dismissal / requirement to resign, supervisors are responsible for ensuring the officer returns all items prior to termination of service.

### **10. Training**

- 10.1 When attending Police Scotland training courses, officers should refer to their joining instructions to ascertain requirements for uniform and any other equipment or items e.g. driving licence, PPE, physical education (PE) kit, public order or firearms kit.

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- 10.2 Where an officer has specific dress requirements which vary from those outlined on the joining instructions, contact should be made with the course principal to discuss alternative arrangements prior to the course date.
- 10.3 Officers performing a training role, such as Officer Safety Training (OST) or Physical Training Instructor (PTI), will not be required to wear the operational uniform when engaged in training duties. These officers shall ensure access to their full equipment / uniform at all times.

## **11 Appearance Standards**

### **11.1 General**

- 11.1.1 Officers should maintain appropriate standards of hygiene and ensure their uniform is kept clean, smart and well pressed.
- 11.1.2 Smoking whilst in uniform in a public place, in police vehicles, or in public view is not permitted. This includes electronic cigarettes.
- 11.1.3 Chewing gum whilst in a public place, in police vehicles, or in public view is not permitted.
- 11.1.4 For officer safety reasons, officers should not have their hands resting within pockets or in their body armour.
- 11.1.5 Warrant card photographs must accurately reflect the officer's appearance. A new one must be obtained where it differs from the image on the existing card and, in any case, should be renewed every 10 years.

### **11.2 Hair, Beards and Moustaches**

- 11.2.1 Hair must, at all times, be neat and tidy. If short, the hairline must be clear of the collar. Fringes must be kept above the eye line and no loose hair around the face. Hair should be pinned back at the front or behind the ears.
- 11.2.2 Long hair must be neatly tied up and secured at the nape of the neck in a bun or beneath the headwear. Loosely hanging ponytails and plaits are not permitted. A bun net, kirby grips and clasps should be used which match the colour of the officer's hair. Black coloured scrunchies are permitted, however, baubles and other accessories are not.
- 11.2.3 Hair products, such as gel, should be used sparingly to support adherence with the above points.
- 11.2.4 Hair must not be dyed in conspicuously unnatural colours. With the exception of faint modest highlighting, any hair dye should be of one colour.
- 11.2.5 The shaving of specific shapes, motifs and patterns into the hair is not

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permitted.

11.2.6 Sideburns must not be worn below the lobe of the ear.

11.2.7 Beards and moustaches must be neatly maintained at all times. With the exception of established beards and moustaches, a clean shaven appearance should be maintained whilst on duty.

11.2.8 Officers must grow their beards and moustaches during annual leave to ensure their appearance does not look unprofessional whilst on duty during the initial growth stage.

11.2.9 Moustaches must be clear of the upper lip and not protruding below the line of the mouth or upturned.

### **11.3 Cosmetics and Fingernails**

11.3.1 Makeup should be discreet and bright coloured lip stick, blusher or excessive eye make-up is not permitted. Exceptions may be made for medical reasons, (for example, to cover a scar) with permission from the Divisional Commander / Head of Department. Fake tanning is permitted provided it is natural in appearance.

11.3.2 Nails should be well trimmed to avoid injury to self or others. Nail varnish should be clear or discreet and natural in colour.

11.3.3 For the purposes of religious observance, Hindu women may wear the 'bindi dot'.

11.3.4 False eyelashes / eyelash extensions should not be worn except where required for medical reasons.

### **11.4 Jewellery and Accessories**

11.4.1 Jewellery is not permitted to be worn on duty with the exception of a watch, wedding (or similar) band, and engagement ring, provided the size or design is such that it will not cause injury to self or others.

11.4.2 No earrings and no visible body or face piercings or ornamentation will be worn whilst on duty.

11.4.3 Bracelets, wristbands or other jewellery are only permitted with the permission of the Divisional Commander / Head of Department for medical reasons or religious observance subject to risk assessment. Examples may include:

- Kara and the Kirpan (included in the Five K's) for Sikh officers. The Kirpan should be small, carried unobtrusively and worn beneath the uniform;
- Mangalsutra for Hindu women. This should be discrete and worn concealed below the uniform; and

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- Christian cross or crucifix. This should be worn discreetly and below the uniform.

11.4.4 The wearing of watches or jewellery items which are expensive or of sentimental value while undertaking operational duties is at the risk and expense of the officer.

11.4.5 There may be occasions where it is deemed appropriate to wear lapel pins or similar, (for example, during the Annual Poppy Appeal or when policing large events such as the Commonwealth Games, Gay Pride parades, etc). Small Diversity Staff Association (DSA) badges can be worn routinely. Health and safety considerations should be taken into account and supervisors are responsible for determining what is appropriate in such circumstances.

### **11.5 Spectacles / Sunglasses**

11.5.1 Lenses must not be mirrored and should be made of a suitable material to minimise the risk of serious injury in the event of an accident.

11.5.2 With the exception of darkened or transitional lenses worn for medical reasons, sunglasses should not be worn on routine patrol unless in bright sunlight when there is a personal risk (for example, when driving a vehicle or riding a police bicycle or motorcycle) and must be removed when dealing with members of the public.

### **11.6 Tattoos**

11.6.1 Officers are not permitted to have tattoos on the face. Where there are religious, medical or cultural reasons for having a tattoo on the face this matter should be raised with the Divisional Commander / Head of Department.

11.6.2 Tattoos, whether visible or otherwise, should not:

- undermine the dignity and authority of the office of constable;
- cause offence to members of the public or colleagues and / or invite provocation;
- indicate unacceptable attitudes towards any individual or section of the community;
- indicate alignment with a particular group which could give offence to members of the public or colleagues; and
- be considered inflammatory, rude, lewd, crude, racist, sexist, sectarian, homophobic, violent or intimidating.

## **12. Roles and Responsibilities**

### **12.1 Individuals**

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12.1.1 Individuals are responsible for:

- ensuring they present themselves suitably dressed for duty according to the stipulations within this SOP;
- carrying and wearing PPE as directed;
- maintaining and cleaning uniform and equipment;
- contacting Stores as required; and
- disposing of uniform to Stores when it is no longer required.
- Making requests for reasonable adjustments or accommodations via line management.

## **12.2 Line Managers and Supervisors**

12.2.1 Line managers and supervisors are responsible for:

- ensuring their officers are presented for duty in the manner prescribed;
- addressing any issues with uniform or appearance with the officer concerned;
- liaising with Stores when an officer requests modifications to their uniform or equipment;
- overseeing the disposal of uniform and equipment by officers who are retiring, resigning, being dismissed or required to resign; and
- ensuring that risk assessments are carried out as required.

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**List of Associated Legislation**

- Equality Act 2010
- Human Rights Act 1998
- Police Service of Scotland (Conduct) Regulations 2014

**List of Associated Reference Documents**

**Policy**

- Equality, Diversity and Dignity Policy

**Standard Operating Procedures**

- Disability in Employment SOP
- Health and Safety SOP
- Transgender People in Employment SOP
- Use of Force SOP

**Guidance**

- Irritant Spray Guidance
- Standards of Professional Behaviour

**Contact Details**

- (Information has been removed due to its content being exempt in terms of the Freedom of Information (Scotland) Act 2002, Section 30- Prejudice to effective conduct of public affairs)

## **Shoulder Numerals / Epaulettes**

Each Divisional Business Support Unit or Administrative Unit is responsible for allocating shoulder numbers to all officers posted to their division and for issuing epaulettes to all Constables and Sergeants.

It is the responsibility of each officer to ensure they have a divisional shoulder number and, if required, the corresponding epaulettes, by liaising with the BSU or Administrative Unit from their home division.

The divisional shoulder number must indicate which home division (permanent posting) that the officer is posted to. If an officer is on a temporary secondment to a different division, they will retain the shoulder number from their home division. If an officer is temporarily promoted they should be allocated divisional shoulder numerals and epaulettes reflective of the promoted posting.

It is the responsibility of each officer to return the epaulettes to the BSU or Administrative Unit if they are resigning, retiring or transferring permanently to a new division.

## **Medals**

### **Orders of Wear**

When an individual has more than one Medal / Decoration the senior one should be closest to the centre of the chest.



The following list shows the order in which Orders, Decorations and Medals should be worn:

### **Gallantry**

1. Victoria Cross
2. George Cross

### **British Orders of Knighthood, etc**

3. Order of the Garter
4. Order of the Thistle
5. Order of St Patrick
6. Order of the Bath
7. Order of Merit
8. Order of the Star of India
9. Order of St Michael and St George
10. Order of the Indian Empire
11. Order of the Crown of India

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12. Royal Victorian Order (Classes I, II and III)
13. Order of the British Empire (Classes I, II and III)
14. Order of the Companions of Honour
15. Distinguished Service of Order
16. Royal Victorian Order (Class IV)
17. Order of the British Empire (Class IV)
18. Imperial Service Order
19. Royal Victorian Order (Class V)
20. Order of the British Empire (Class V)

### **Decorations**

21. Conspicuous Gallantry Cross
22. Royal Red Cross (Class I)
23. Distinguished Service Cross
24. Military Cross
25. Distinguished Flying Cross
26. Air Force Cross
27. Royal Red Cross (Class II)
28. Order of British India
29. Kaisar-j-Hindi Medal
30. Order of St John

### **Medals for Gallantry and Distinguished Conduct**

31. Unison of South Africa Queens Medal for Bravery (Gold)
32. Distinguished Conduct Medal
33. Conspicuous Gallantry Medal
34. Conspicuous Gallantry Medal (Flying)
35. George Medal
36. Queens Police Medal, for Gallantry
37. Queens Fire Service Medal, for Gallantry
38. Distinguished Service Medal
39. Military Medal
40. Distinguished Flying Medal
41. Air Force Medal
42. Constabulary Medal (Ireland)

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43. Medal for Saving Life at Sea (Sea Gallantry Medal)
44. Indian Order of Merit (Civil)
45. Queens Gallantry Medal
46. Royal Victorian Medal (Gold, Silver and Bronze)
47. British Empire Medal
48. Canada Medal
49. Queens Police Medal, for Distinguished Service
50. Queens Fire Service Medal, for Distinguished Service
51. Queens Volunteer Reserves Medal
52. Queens Medal for Chiefs

### **Campaign Medals**

53. Campaign Medals and Stars including authorised United Nations, European Community / Union and North Atlantic Treaty Organisation Medals (in order of date of campaign for which awarded).

### **Jubilee, Coronation and Durbar Medals**

54. Queen Elizabeth II's Coronation Medal, 1953
55. Queen Elizabeth II's Silver Jubilee Medal, 1977
56. Queen Elizabeth II's Golden Jubilee Medal 2002
57. Queen Elizabeth II's Diamond Jubilee Medal 2012
58. Queen Elizabeth II's Long and Faithful Service Medal

### **Efficiency and Long Service Decorations and Medals**

59. Meritorious Service Medal
60. Accumulated Campaign Service Medal
61. Medal for Long Service and Good Conduct (Military)
62. Naval Long Service and Good Conduct Medal
63. Royal Air Force Long Service and Good Conduct Medal
64. Medal for Long Service and Good Conduct (Ulster Defence Regiment)
65. Police Long Service and Good Conduct Medal
66. Fire Brigade Long Service and Good Conduct Medal
67. Volunteer Officers' Decoration
68. Volunteer Long Service Medal
69. Territorial Decoration
70. Efficiency Medal
71. Decoration for Officers of the Royal Naval Reserve

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72. Decoration of Officers of the Royal Naval Volunteer Reserve
73. Royal Naval Reserve Long Service and Good Conduct Medal
74. Royal Naval Volunteer Reserve Long Service and Good Conduct Medal
75. Royal Naval Auxiliary Service Medal
76. Air Efficiency Award
77. Volunteer Reserves Service Medal
78. Ulster Defence Regiment Medal
79. Northern Ireland Home Service Medal
80. Queens Medal (for Champion Shots of the Royal Navy and Royal Marines)
81. Queens Medal (for Champion Shots in the Military Forces)
82. Queens Medal (for Champion Shots of the Air Forces)
83. Cadet Forces Medal
84. Coastguard Auxiliary Service Long Service Medal
85. Special Constabulary Long Service Medal
86. Ambulance Service (Emergency Duties) Long Service and Good Conduct Medal
87. Royal Fleet Auxiliary Service Medal
88. Royal Ulster Constabulary Service Medal
89. Northern Ireland Prison Service Medal
90. Voluntary Medical Service Medal

### **Foreign Orders, Decorations and Medals**

The general rule is that non-British insignia should be worn after all British Orders, decorations and medals and in the order of the dates on which they were conferred. When, however, insignia are being worn on occasions specifically connected with the donor country, pride of place should be given to the insignia of that country. Foreign awards may only be worn when The Sovereign's permission has been given.

91. Foreign Orders
92. Foreign Decoration
93. Foreign Medals

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