


~~OFFICIAL~~

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
	Force Command / Directorate: DPS-N	Reference: BS38559955
	Timing: Routine	Action required by:
	Copies: PM-ADF, CO JMPF, Navy Uniforms	

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / ~~PLEASE DISCUSS~~

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

APPROVED / ~~NOT APPROVED~~ / ~~PLEASE DISCUSS~~ 1/12 -

s47E(d)

- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / ~~NOT ENDORSED~~ / ~~PLEASE DISCUSS~~

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

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4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

10. *Professionalisation of the Workforce* - The reinvigoration and professionalisation of the NPC workforce through the Navy Mastery Framework is well underway. As well as re-posturing the workforce to become security specialists, the requirement to primarily be MP

¹ Bigelow, J, "The Power of a Badge", Security Exhibition and Conference, 22 Apr 14, <https://securityexpo.com.au/industry-news/power-badge/>, accessed 26 Jul 22.

² Baniak, P, "Badge is Now Sign of Order And of Outlaw", Chicago Tribune, 09 Aug 95, http://articles.chicagotribune.com/1995-08-09/news/9508090300_1_badge-vh-blackinton-police-supply-store accessed 26 Jul 22.

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has not diminished and this effort also serves to better prepare NPC for duties within JMPU as an integral part of their career continuum. Establishing the NPC cohort within Navy as a professional MP presence, organically sustainable and deployable is a key enabler in establishing an esprit de corps across all NPCs.

11. *Disciplinary Effects* - Research has shown that policing accruelements positively affect observer's opinions on the members wearing the accruelements and also influences the behaviour of the observer towards compliance with regulations³. There are also studies to suggest that 'enclothed cognition' or that, in wearing items associated with police, influences the thinking of the individuals wearing the items, to be more consistent with that of the identity and practices of police. This reinforces and aligns with the MP code of conduct, Defence values and the requirement for a suitably empowered authority to demand level of disciplinary conduct across the Navy and the Joint Force.

12. *Reduce Confusion* - The recent establishment of the Maritime Spiritual Wellbeing Officers (MSWO) has generated mild confusion in regard to NPC identification. The MSWO insignia, and that of the Naval Chaplaincy Branch (NCB) Buddhist is so similar in design to the helm on the current NPC badge. Anecdotal evidence from MSWOs has revealed a number of occasions where serving members have approached the MSWO mistaking them for a NPC. This further reinforces the requirement for the NPC workgroup to be more readily identified within Navy and the Joint Force as police members.

Proposal

13. Navy Uniforms were instrumental in developing this proposal and in designing the new badge and patch. The proposed revised NP badges consist of a revised lightweight metal badge modelled on the existing badge and a cloth badge that will satisfy the mandatory identification requirements when the wearing service dress or MMPU. The revised badges were also designed with comfort in mind for female NPC.

14. The proposed NP badge is shown at Figure 1, Annex A. The NP badge would be worn on the left breast above the medal ribbon as shown by Figure 3, Annex A albeit slight smaller in size and considerably lighter. The proposed NP patch is shown at Figure 2, Annex A. The NP patch would be sewn onto MMPU on the left breast.

15. The badge will be retrospectively issued and able to be worn by NPC Officers and Sailors who have achieved the Military Police Basic Course or the Navy Military Police Officers Basic Course respectively or higher and are currently employed under SERCAT 3, 5, 6, or 7.

16. NPCs serving within the JMPU will continue to wear the joint 'MP' badge as their formal identification and revert to the NP badge when they return under a Navy command.

Resources

17. Consultation with Navy Uniform indicate costs are approximately \$5000 for initial implementation and \$1000 per annum sustainment. If approved, finance will be sought from existing funding lines.

³ Richard R. Johnson, 'An Examination of Police Department Uniform Colour and Police-Citizen Aggression', *Criminal Justice and Behaviour*, Vol 40, Issue 2, pp. 228 – 244, First Published October 22, 2012, <https://doi.org/10.1177/0093854812456644>, accessed 26 Jul 22.

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Consultation

18. The PM-ADF, Navy Uniforms and a considerable proportion of the NPC workforce were consulted in the development of this proposal. The NPC community were consulted during community forums conducted throughout Australia by DPS-N. Despite minor pockets of resistance, there was overwhelming support for the badge from the wider NPC community.

Annex:

A. Proposed NP badge and patch designs.

Approved by:	
<div>s47E(d)</div>	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by:	Recommended.
<div>s47E(d)</div>	
A/COS NHQ	
Sep 23	
A/DCN Comments:	
<div>s47E(d)</div>	Thanks for the brief. While I am happy to endorse the design, I wish to get more fidelity on the community response to this proposal before I formally endorse it. Pls discuss.
Sep 23	<div>1/12 - Email from DPS-N on 30 Nov 23 provided the required OQE to answer my RFI above. Badge is APPROVED</div>

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ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

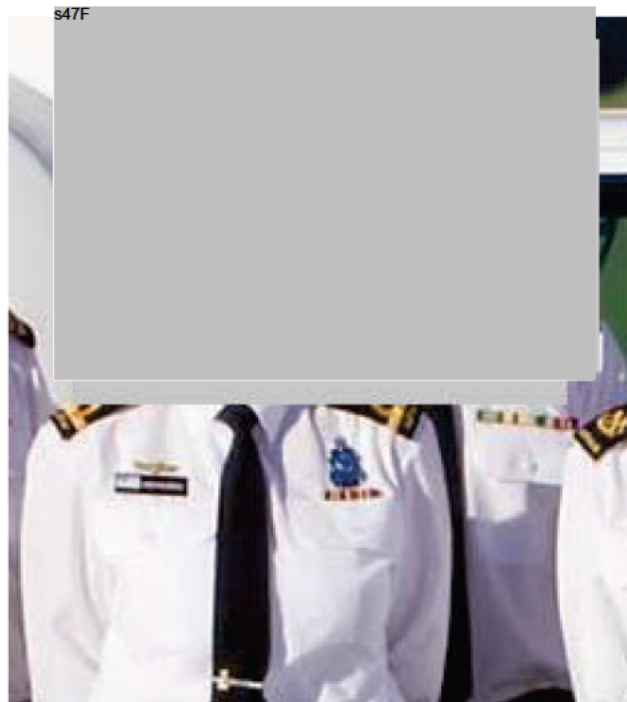


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

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From: s47E(d) [1](#)
To: s47E(d)
Subject: NPC Badge Adornment ~~[SEC=OFFICIAL]~~
Date: Tuesday, 31 October 2023 3:20:00 PM
Attachments: [image001.jpg](#)

~~OFFICIAL~~

Hi s47E(d)

Please would you be so kind as to see if DCN has some time in his diary for s47E(d) and I to come and brief him in regards to his query following the DB for the wearing of NPC badges by the Workgroup. If possible could you send through a few windows and we can get back to you. A 15 Minute slot would probably suffice.

VMT

Kind Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

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From: s47E(d)
To: s47E(d)
Cc: s47E(d)
Subject: Handover of commitments during long service leave overseas ~~[SEC - OFFICIAL]~~
Date: Monday, 31 July 2023 12:24:00 PM
Attachments: [image001.jpg](#)
[NPS Mentoring Project.obr](#)
[Pay Case 2023.obr](#)
[250722-NP Badge Adornment.obr](#)
[ERP.obr](#)
[ANP4200.obr](#)
[DCAC Privacy Concerns.obr](#)

~~OFFICIAL~~

Sir,

Please find below detail of handover of responsibilities of ongoing projects during my absence overseas. I have briefed all concerned in order to ensure no break in continuing projects.

- Mentoring project:** The mentoring project is currently in the process of going live. The mentoring web page is live and we have received a number of volunteers for mentors and a few mentee's. Navy culture have been contacted and requested to provide support to the program to provide Mentor/Mentee workshops and a Higher Functioning Teams workshop to be delivered by online forum (Zoom). Navy Culture POC s47E(d) s47E(d) or s47F s47E(d) Objective reference for mentoring folder attached. s47E(d) is to continue to engage with Navy Mentoring and Navy Culture via the above POC in order to secure workshops and will socialise dates to workgroup to facilitate provision of these workshops to the Mentors and Mentee's. s47E(d) will continue to maintain and update the Mentor/Mentee databases in order to allocate mentors post workshops, expected to have first allocation by end Oct 23.
- Pay Case:** Pay case straw map plan has been forwarded to s47E(d) s22 s47E(d). We have a meeting this Wednesday to finalise the pay scale groups and then s47E(d) will produce a draft submission paper outline for the NPCO pay case. This will then be sent to s47E(d) s22 our new reserve pay case support. s47E(d) will then flesh out this paper linking in with WONPC Fitzsimmons for additional data and information required., s47E(d) will provide administrative support. Once this is completed it will be socialised via DDSN to Director before forwarding to s47E(d) at FNW for final additions (JTP's and MCP inclusion). s47E(d) will then submit to ERRC via FNW CoC IAW with normal submission practices. This is intended to be a paper only submission not a full DFRT court book submission. Objective link to folder attached.
- NPC Badge:** NPC Badge recognition project is at decision stage, The DB is with Director for onward provision to DCN. All consultation has been completed and comments amended in the DB. User requirement submission has been drafted and is in the objective folder for forwarding to Navy uniforms with the approved DB for commencement of issue requirements. POC Navy Uniforms is s47E(d),

s47E(d) . Objective link attached for the folder.

4. **ERP:** ERP is a continuing matter with Business Process mapping and Role Mapping continuing to provide some challenges. s47E(d) has been involved quite deeply in this and he will be the main POC for anything to do with ERP in my absence. Other POC's in regards to requirements are; s47E(d) and s47E(d) s22 Objective Folder link attached. BOR sign off has been arranged to be s47E(d) following final discussions with s47E(d) who will be the SME for any recommended BOR sign off requirements. Cycle 6 Role Mapping meeting will take place 31 July 23 with BOR review online meeting 02 Aug 23. BOR sign off once amendments have been made. s47E(d) will address BOR cycle 6 sign off.
5. **ANP 4900 – NAVP Police:** Amendments to capture changes to OST directive and DIMAN are being incorporated into the ANP once a decision is made on the wearing of badges, then this will be amended to reflect that change. POC for this is s47E(d) . Objective link attached for the folder. s47E(d) will continue to update the document in order to capture changes and will address changes to name once approved by committee. Contact has been made with CMDR Anthony Blucher Directorate of Navy Governance (DNG) the SO for Navy Governance Policy for discussions in advancing this project.
6. **ADF Skills Catalogue –** The skills catalogue is for all employments in the ADF and is mapping common combat skills across all three arms of the ADF. This is currently being managed through FNW and JMPU although we have had some minor input into this. Primarily any queries in this are to be referred to s47E(d) or JMPU Capabilities and Development – s47E(d)
7. **DCAC Privacy Concerns –** s47E(d) is to continue with the paper on this matter. I have created a draft as previously forwarded, together with a repository of information that refer to this matter. This is in objective link attached.

Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

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From: s47E(d)
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC-~~OFFICIAL~~]~~
Date: Thursday, 26 October 2023 10:57:31 AM
Attachments: [image005.jpg](#)
[image006.png](#)
[image001.png](#)

~~OFFICIAL~~

Sounds about right from my recollection.

Kind Regards

s47E(d)

Workgroup Planner NPCO and NPC
Directorate of Surface and Above Water Warfare Development
Future Navy Workforce Branch – VCDF Group
s47E(d) Brindabella Business Park, CANBERRA, ACT 2610

T. s47E(d)

Correspondence: s47E(d)

Website: <http://drnet/navy/DGFNW/Pages/Future-Navy-Workforce-Branch-.aspx>
[Pages - Naval Police Coxswain](#)
[Pages - Naval Police Coxswain Officer](#)



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From: s47E(d)
Sent: Thursday, 26 October 2023 11:56 AM
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC-~~OFFICIAL~~]~~

~~OFFICIAL~~

Hi s47E(d)

Many thanks

From my mind the overall dissent in not supporting the proposal was as follows, does this confirm with your recollection. Unfortunately I didn't do the ACT or the WSC cse.

Location	Sailor	Officer	Total	Supported	Not Supported
2022					
Nowra	6	0	6	6	0
Sydney	40	2	42	37	5
Stirling	17	2	19	17	2
Darwin	14	1	15	13	2
Cairns	13	0	13	9	4
Brisbane	3	1	4	4	0
Melbourne	16	1	17	15	2
MFU WSC Course	12	0	12	?	?
ACT	10	4	14	?	?
			142		
2023					
Stirling	20	0	20	17	3
Melbourne	9	0	9	9	0
Cairns	11	0	11	9	2
Darwin	11	1	12	10	2
Sydney	16	5	21	18	3
Nowra	5	0	5	5	0
ACT	14	2	16	?	?
			94		

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy

s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

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From: s47E(d)
Sent: Thursday, 26 October 2023 11:37 AM
To: s47E(d)
Subject: RE: Badge Adornment [~~SEC-**OFFICIAL**~~]

~~**OFFICIAL**~~

Good Morning Sir,

Please see below the face-to-face numbers from our community engagements over the last two years. We first raised wearing the badge at our Nowra presentation last year.

Location	Sailor	Officer	Total
2022			
Nowra	6	0	6
Sydney	40	2	42
Stirling	17	2	19
Darwin	14	1	15
Cairns	13	0	13
Brisbane	3	1	4
Melbourne	16	1	17
MFU WSC Course	12	0	12
ACT	10	4	14
			142
2023			
Stirling	20	0	20
Melbourne	9	0	9
Cairns	11	0	11
Darwin	11	1	12
Sydney	16	5	21
Nowra	5	0	5
ACT	14	2	16
			94

Kind Regards

s47E(d)
Workgroup Planner NPCO and NPC
Directorate of Surface and Above Water Warfare Development
Future Navy Workforce Branch – VCDF Group
s47E(d) Brindabella Business Park, CANBERRA, ACT 2610
T. s47E(d)

Correspondence: futurenavyworkforce.ran@defence.gov.au

Website: <http://drnet/navy/DGFNW/Pages/Future-Navy-Workforce-Branch-.aspx>
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From: s47E(d)
Sent: Friday, 20 October 2023 2:01 PM
To: s47E(d)
Subject: Badge Adornment ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

Hi s47E(d),

Can we have a chat next week to discuss how we can provide fidelity for DCN.

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

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From: s47E(d)
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC - OFFICIAL]~~
Date: Thursday, 26 October 2023 10:59:38 AM
Attachments: [image005.jpg](#)
[image006.png](#)
[image001.png](#)

~~OFFICIAL~~

Not in relation to for and against. I cant remember too much resistance but I cannot back that up with data

Kind Regards

s47E(d)
Workgroup Planner NPCO and NPC
Directorate of Surface and Above Water Warfare Development
Future Navy Workforce Branch – VCDF Group
s47E(d) Brindabella Business Park, CANBERRA, ACT 2610
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From: s47E(d)
Sent: Thursday, 26 October 2023 11:58 AM
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC - OFFICIAL]~~

~~OFFICIAL~~

Do you have the numbers for ACT and WSC cse?

Darren A Lonergan

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy

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Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

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Subject: RE: Badge Adornment ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

Sounds about right from my recollection.

Kind Regards

s47E(d)

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Directorate of Surface and Above Water Warfare Development
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s47E(d) Brindabella Business Park, CANBERRA, ACT 2610

T. s47E(d)

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Nowra	5	0	5	5	0
ACT	14	2	16	?	?
			94		

Cheers

s47E(d)

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s47E(d) | PO Box 7927

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To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC OFFICIAL]~~

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			142
2023			

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Darwin	11	1	12
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Kind Regards

s47E(d)

Workgroup Planner NPCO and NPC
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Sent: Friday, 20 October 2023 2:01 PM

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Subject: Badge Adornment ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

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Cheers

s47E(d)

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s47E(d) | PO Box 7927

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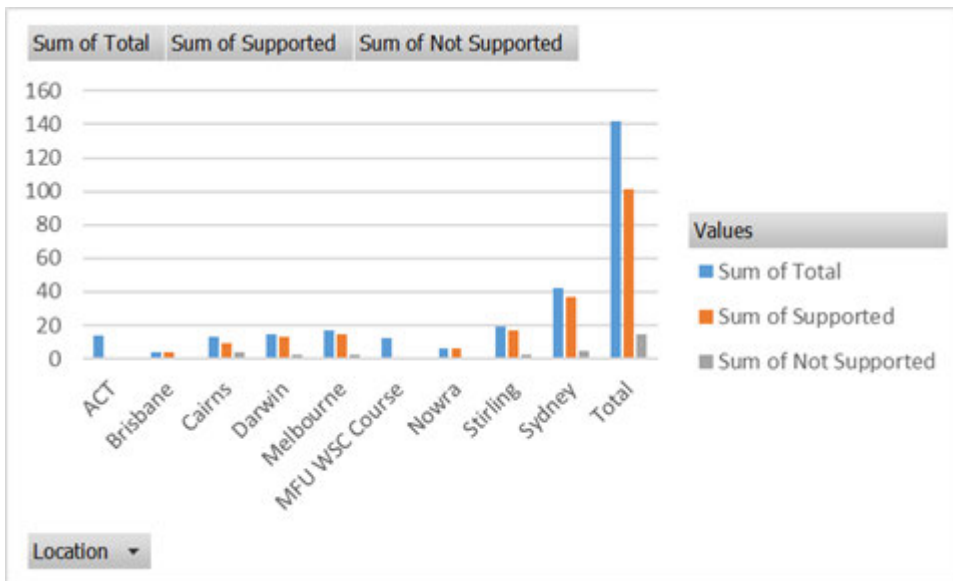
s47E(d)

From: s47E(d)
Sent: Thursday, 26 October 2023 12:45 PM
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC OFFICIAL]~~

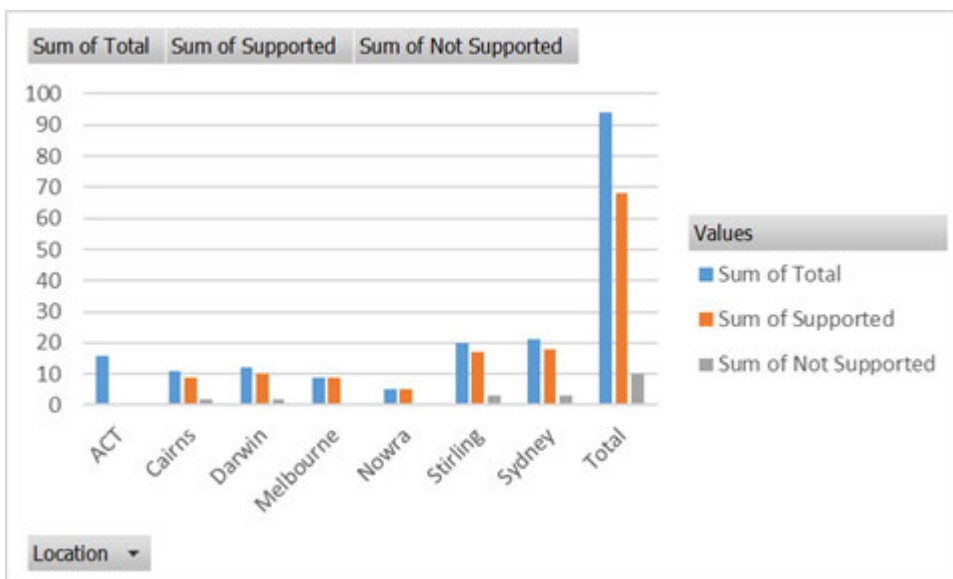
~~OFFICIAL~~

Sir,

2022



2023



Regards

s47E(d)

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927
Brindabella Business Park | CANBERRA ACT 2610



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From: s47E(d)
Sent: Thursday, 26 October 2023 12:53 PM
To: s47E(d)
Subject: FW: Badge Adornment ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927
Brindabella Business Park | CANBERRA ACT 2610
M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)



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From: s47E(d)
Sent: Thursday, 26 October 2023 11:56 AM
To: s47E(d)
Subject: RE: Badge Adornment ~~[SEC-OFFICIAL]~~

Hi s47E(d),

As discussed please use this initially as the data input to provide for a pie chart representation of NPC badge data.

Location	Sailor	Officer	Total	Supported	Not Supported
2022					
Nowra	6	0	6	6	0
Sydney	40	2	42	37	5
Stirling	17	2	19	17	2
Darwin	14	1	15	13	2
Cairns	13	0	13	9	4
Brisbane	3	1	4	4	0
Melbourne	16	1	17	15	2
MFU WSC Course	12	0	12	No Data	No Data
ACT	10	4	14	No Data	No Data
			142	101	15
2023					
Stirling	20	0	20	17	3
Melbourne	9	0	9	9	0
Cairns	11	0	11	9	2
Darwin	11	1	12	10	2
Sydney	16	5	21	18	3
Nowra	5	0	5	5	0
ACT	14	2	16	No Data	No Data
			94	68	10

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy

s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)



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From: s47E(d)

Sent: Thursday, 26 October 2023 11:37 AM

To: s47E(d)

Subject: RE: Badge Adornment ~~{SEC-OFFICIAL}~~

~~OFFICIAL~~

Good Morning Sir,

Please see below the face-to-face numbers from our community engagements over the last two years. We first raised wearing the badge at our Nowra presentation last year.

Location	Sailor	Officer	Total
2022			
Nowra	6	0	6
Sydney	40	2	42
Stirling	17	2	19
Darwin	14	1	15
Cairns	13	0	13
Brisbane	3	1	4
Melbourne	16	1	17
MFU WSC Course	12	0	12
ACT	10	4	14
			142
2023			
Stirling	20	0	20
Melbourne	9	0	9
Cairns	11	0	11
Darwin	11	1	12
Sydney	16	5	21
Nowra	5	0	5
ACT	14	2	16
			94

Kind Regards

s47E(d)

Workgroup Planner NPCO and NPC
Directorate of Surface and Above Water Warfare Development
Future Navy Workforce Branch – VCDF Group

s47E(d) Brindabella Business Park, CANBERRA, ACT 2610

T. s47E(d)

Correspondence: s47E(d)

Website: <http://drnet/navy/DGFNW/Pages/Future-Navy-Workforce-Branch-.aspx>

[Pages - Naval Police Coxswain](#)

[Pages - Naval Police Coxswain Officer](#)



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From: s47E(d)
Sent: Friday, 20 October 2023 2:01 PM
To: s47E(d)
Subject: Badge Adornment [~~SEC-OFFICIAL~~]

~~OFFICIAL~~

Hi s47E(d),

Can we have a chat next week to discuss how we can provide fidelity for DCN.

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927
Brindabella Business Park | CANBERRA ACT 2610
M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)



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From: s47E(d)
To: s47E(d)
Subject: RE: DB for DCN - Wearing of Police Badge & Patch ~~[SEC- OFFICIAL]~~
Date: Friday, 20 October 2023 12:48:11 PM
Attachments: [image002.jpg](#)
[image003.png](#)
[image004.png](#)

~~OFFICIAL~~

Thanks. Get the signed brief into the correct spot in objective then have a chat to s47E(d); I reckon that DCN would not be aware to the extent of our annual community engagements over the last three years where this has been discussed. That data plus my statement that support vastly outweighed dissention/objection may be all that is required.

Regards

s47E(d)

Director of Policing and Security - Navy
s47E(d)

Tel: s47E(d)
Mob: s47E(d) (no SMS)

Email: s47E(d)

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From: s47E(d)
Sent: Friday, 20 October 2023 12:09 PM
To: s47E(d)
Subject: RE: DB for DCN - Wearing of Police Badge & Patch ~~[SEC- OFFICIAL]~~

~~OFFICIAL~~

Good Morning Sir,

An interesting conundrum, noting our consultation process was predominantly via face to face with the community during our engagement program.

I have a couple of options that immediately spring to mind.

COA 1

NPC All, email explaining the current status of project progress and a requested response to design and wearing. Responses collated locally and forwarded in a simple spreadsheet format. Returns NLT 01 Nov 23 with a Venn diagram displaying rank/rate responses for visual

representation produced for your approval by 08 Nov 23.

COA 2

NPC All, email with an embedded voting radio button via Microsoft Outlook. I have used this before some years ago, however not on DPN or via Fleet email. I will have to investigate the viability. Again responses recorded via spreadsheet and Venn diagram for visual representation. Returns NLT 01 Nov 23 with a Venn diagram displaying rank/rate responses for visual representation produced for your approval by 08 Nov 23.

COA 2 would be my initial recommendation to explore and the most expedient solution, if I can make it work on DPN and Fleet email.

I will also discuss with Lisa next week as she recorded some responses on items via her forums she conducted and I presented this proposal a few times during these.

I will also give it some further thought over the weekend, as we may also be able to do something via Signal messenger or Skype for business.

Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

navy_ttw_pms_pos



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From: s47E(d)

Sent: Friday, 20 October 2023 11:20 AM

To: s47E(d)

Subject: FW: DB for DCN - Wearing of Police Badge & Patch ~~[SEC=OFFICIAL]~~

~~OFFICIAL~~

So, how do we provide that 'fidelity'?

Regards

s47E(d)

Director of Policing and Security - Navy

s47E(d)

Tel: s47E(d)

Mob: s47E(d) (no SMS)

Email: s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d) **On Behalf Of** Office of Chief of Navy correspondence
Sent: Friday, 20 October 2023 11:01 AM
To: s47E(d)
Subject: DB for DCN - Wearing of Police Badge & Patch ~~[SEC=OFFICIAL]~~

~~OFFICIAL~~

Good morning s47E(d),

PFA a DCN reviewed copy of your DB titled: **Wearing of Naval Police Badge and Patch** for your action

Regards,

s47E(d)

Business & Information Support Office
NHQ Business & Information Support Office

Department of Defence

Russell Offices | s47E(d) | Canberra, ACT

s47E(d) | s47E(d)

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From: s47E(d)
To: s47E(d)
Subject: FW: DB for DCN - Wearing of Police Badge & Patch ~~[SEC-**OFFICIAL**]~~
Date: Friday, 20 October 2023 10:20:19 AM
Attachments: [image001.png](#)
[DCN_IN_2023_467 - 230911 - Decision Brief - Wearing of Naval Police Badge and Patch.pdf](#)
[image002.png](#)

~~**OFFICIAL**~~

So, how do we provide that 'fidelity'?

Regards

s47E(d)

Director of Policing and Security - Navy

s47E(d)

Tel: s47E(d)

Mob: s47E(d) (no SMS)

Email: s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d) **On Behalf Of** Office of Chief of
Navy correspondence
Sent: Friday, 20 October 2023 11:01 AM
To: s47E(d)
Subject: DB for DCN - Wearing of Police Badge & Patch ~~[SEC-**OFFICIAL**]~~

~~**OFFICIAL**~~

Good morning s47E(d)

PFA a DCN reviewed copy of your DB titled: **Wearing of Naval Police Badge and Patch** for your action

Regards,

s47E(d)

Business & Information Support Office
NHQ Business & Information Support Office


Department of Defence

Russell Offices | s47E(d) | Canberra, ACT

s47E(d) | s47E(d)

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~~OFFICIAL~~

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
Force Command / Directorate: DPS-N		Reference: BS38559955
Timing: Routine		Action required by:
Copies: PM-ADE, CO JMPF, Navy Uniforms		

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / ~~PLEASE DISCUSS~~

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

~~APPROVED / NOT APPROVED~~ / PLEASE DISCUSS

- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / ~~NOT ENDORSED / PLEASE DISCUSS~~

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

~~OFFICIAL~~

~~OFFICIAL~~

4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

10. *Professionalisation of the Workforce* - The reinvigoration and professionalisation of the NPC workforce through the Navy Mastery Framework is well underway. As well as re-posturing the workforce to become security specialists, the requirement to primarily be MP

¹ Bigelow, J, "The Power of a Badge", Security Exhibition and Conference, 22 Apr 14, <https://securityexpo.com.au/industry-news/power-badge/>, accessed 26 Jul 22.

² Baniak, P, "Badge is Now Sign of Order And of Outlaw", Chicago Tribune, 09 Aug 95, http://articles.chicagotribune.com/1995-08-09/news/9508090300_1_badge-vh-blackinton-police-supply-store accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

has not diminished and this effort also serves to better prepare NPC for duties within JMPU as an integral part of their career continuum. Establishing the NPC cohort within Navy as a professional MP presence, organically sustainable and deployable is a key enabler in establishing an esprit de corps across all NPCs.

11. *Disciplinary Effects* - Research has shown that policing accruelements positively affect observer's opinions on the members wearing the accruelements and also influences the behaviour of the observer towards compliance with regulations³. There are also studies to suggest that 'enclothed cognition' or that, in wearing items associated with police, influences the thinking of the individuals wearing the items, to be more consistent with that of the identity and practices of police. This reinforces and aligns with the MP code of conduct, Defence values and the requirement for a suitably empowered authority to demand level of disciplinary conduct across the Navy and the Joint Force.

12. *Reduce Confusion* - The recent establishment of the Maritime Spiritual Wellbeing Officers (MSWO) has generated mild confusion in regard to NPC identification. The MSWO insignia, and that of the Naval Chaplaincy Branch (NCB) Buddhist is so similar in design to the helm on the current NPC badge. Anecdotal evidence from MSWOs has revealed a number of occasions where serving members have approached the MSWO mistaking them for a NPC. This further reinforces the requirement for the NPC workgroup to be more readily identified within Navy and the Joint Force as police members.

Proposal

13. Navy Uniforms were instrumental in developing this proposal and in designing the new badge and patch. The proposed revised NP badges consist of a revised lightweight metal badge modelled on the existing badge and a cloth badge that will satisfy the mandatory identification requirements when the wearing service dress or MMPU. The revised badges were also designed with comfort in mind for female NPC.

14. The proposed NP badge is shown at Figure 1, Annex A. The NP badge would be worn on the left breast above the medal ribbon as shown by Figure 3, Annex A albeit slight smaller in size and considerably lighter. The proposed NP patch is shown at Figure 2, Annex A. The NP patch would be sewn onto MMPU on the left breast.

15. The badge will be retrospectively issued and able to be worn by NPC Officers and Sailors who have achieved the Military Police Basic Course or the Navy Military Police Officers Basic Course respectively or higher and are currently employed under SERCAT 3, 5, 6, or 7.

16. NPCs serving within the JMPU will continue to wear the joint 'MP' badge as their formal identification and revert to the NP badge when they return under a Navy command.

Resources

17. Consultation with Navy Uniform indicate costs are approximately \$5000 for initial implementation and \$1000 per annum sustainment. If approved, finance will be sought from existing funding lines.

³ Richard R. Johnson, 'An Examination of Police Department Uniform Colour and Police-Citizen Aggression', *Criminal Justice and Behaviour*, Vol 40, Issue 2, pp. 228 – 244, First Published October 22, 2012, <https://doi.org/10.1177/0093854812456644>, accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

Consultation

18. The PM-ADF, Navy Uniforms and a considerable proportion of the NPC workforce were consulted in the development of this proposal. The NPC community were consulted during community forums conducted throughout Australia by DPS-N. Despite minor pockets of resistance, there was overwhelming support for the badge from the wider NPC community.

Annex:

A. Proposed NP badge and patch designs.

Approved by:	
<div>s47E(d)</div>	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by:	
Recommended.	
<div>s47E(d)</div>	
A/COS NHQ	
Sep 23	
A/DCN Comments:	
<div>s47E(d)</div>	Thanks for the brief. While I am happy to endorse the design, I wish to get more fidelity on the community response to this proposal before I formally endorse it. Pls discuss.
A/DCN	
Sep 23	

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

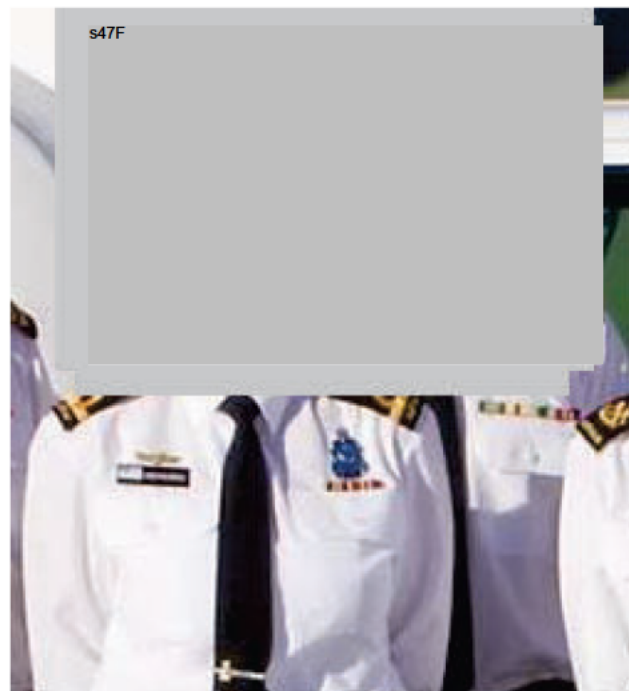


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

~~OFFICIAL~~

From: s47E(d)
To: s47E(d)
Subject: 230213 0920 - s47E(d) NPC Badge
Date: Monday, 13 February 2023 8:20:00 AM
Attachments: [image001.jpg](#)
[NPC Police Badge User requirement.docx](#)

~~OFFICIAL~~

Good Morning s47E(d) ,

Your UR looks good I have only made a couple of comments. Prior to Navy Uniforms getting involved, as you have highlighted in the UR you will need to do a decision brief to DCN for approval to introduce and wear the new badges. In the decision brief you will need to attach the actual design, size of the badges etc.

Please do not hesitate to contact me if you wish to discuss further.

Regards,

s47E(d)

Deputy Director Navy Uniforms

s47E(d)

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From: s47E(d)
Sent: Tuesday, 7 February 2023 7:49 AM
To: s47E(d)
Subject: NPC Badge ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

Good Morning s47E(d) ,

Please would you have a look at the attached and at your convenience may we discuss how to further progress this. Noting the proposed changes to the NPC category to become the NPS and the possible future requirement to change the NPC rate badge this may become a more viable option in the long term.

I appreciate your kind consideration in this.

Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy

s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

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ANP 4426-1203-ANNEX12A- USER REQUIREMENT

NAVAL POLICE BADGE

References:

- A. NUAG Meeting Minutes Feb 2014
- B. DPSN File 2005/1045013/2
- C. ANP 4426-1203-Chapter 6-6.31
- D. ANP 4200-Chapter 2

Introduction

1. As detailed in Ref B, it was identified that it was increasingly important that the NPC workgroup was recognised as Military Police.
2. 2013, the Naval Uniform Advisory Group (NUAG) surveyed the NPCO and NPC community after a formal proposal from the PM–N to reintroduce wearing the NP badge in 2011. This survey was to determine if the community supported either the introduction of an SP brassard (like Air Force Police) for DPNU, as well as the wearing of the NP badge in service dress.
3. The initial proposal did not progress further and initial trial of wearing the issued metal NP Badge was discontinued as detailed at Ref A.
4. Chief of Service Committee outcome 28 of 2018 regarding Joint Military Policing, changed the roles and tasks that Naval Police Coxswain Officers (NPCO) and Naval Police Coxswain (NPC) sailors deliver to Navy, both at sea and ashore. Although some functional delivery in HMA Ships and Establishments altered, the Chiefs of Service Committee decision did not change Navy's requirement to maintain a professional, impartial, ethical and dedicated NPC cohort.
5. In 2021, a Navy Policing and Security Workforce review of the Naval Police Coxswain (NPC) and NPC Officer (NPCO) workforce was undertaken by the Directorate of Policing and Security – Navy (DPSN) and Future Navy Workforce Branch (FNWB). This was followed by PULSE Survey and an extensive NPC workforce community and relevant command engagement effort. During the NPC/O community engagement it became apparent that there was a renewed fervour for the introduction of a means by which the NPC workforce would be more readily identifiable.
6. Non-Commissioned members of the workgroup wear the traditional Coxswain wheel rate badge, this is not readily identifiable by other services or outside agencies as a policing badge of office denoting special authorisations¹ afforded to Police members. Although members of the Joint Military Police Unit (JMPU) are readily identifiable as Police members by means of a MP shoulder patch and ballistic, stab resistant vests (BSRV) and accoutrements, however the Command NPC and Seagoing NPC are not so easily recognisable as such.

¹ Defence Force Discipline Act 1982 (DFDA) s89 Arrest without warrant

~~OFFICIAL~~

~~OFFICIAL~~

Requirement Scope

7. The NP badge, as a symbol, leverages broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority². Badges for police and law enforcement officers are almost universally recognised³.

8. The NP badge in its current form was introduced on 12 September 1988, nine months before the Principle Warfare Officer badge, and as depicted in Figure 1, Annex B. It replaced previous Identification badges of Naval Police that stretch back to the formation of the branch in 1913. The current form is polished chrome plated badge 6.5 cm high, 4.1 cm wide, 0.3 cm thick, affixed to a leather fob. It is issued with a custom fitted wallet and is individually numbered (three digits for officers), and manufactured by Cash's Awards and Promotions Pty Ltd in Victoria.

9. As detailed at Ref D, the previous direction regarding NP badge states that the NP Badge combined with the Defence ID card identifies the NPC/O as a police member under the DFDA. Member of the NPC workforce have unique statutory powers of arrest over Defence members⁴. There are offences for obstructing or refusing to assist a police member or persons assisting a police member. A statutory defence is that the accused did not know or could not have reasonably known that an NPC/O was a police member exercising those powers⁵. This defence is tested on the balance of probabilities. The identification of the NPC workgroup as Police members and the Coxswain wheel; as depicted in figure 3 at Annex B, as the symbol of the NPC is inculcated at initial entry training for all Navy members, however this is not the case across the joint force or with international partners and external agencies.

10. Research has shown that policing accrements positively affect observer's opinions on the members wearing the accrements, and also influences the behaviour of the observer towards compliance with regulations⁶. There are also studies to suggest that 'enclothed cognition', or that in wearing items associated with police, influences the thinking of the individuals wearing the items to be more consistent with that of the identity and practices of police.

11. The recent establishment of the Maritime Spiritual Wellbeing Officers (MSWO) has further added to the confusion in regard to NPC identification. The MSWO insignia, and that of the Naval Chaplaincy Branch (NCB) Buddhist as depicted in Figure 4 at Annex B, are so similar in design that anecdotal evidence from MSWO's has revealed a number of occasions where serving members have approached the MSWO mistaking them for a NPC. This further reinforces the requirement for the NPC workgroup to be more readily identified by Navy and the Joint Force.

² Bigelow, J, "The Power of a Badge", Security Exhibition and Conference, 22 Apr 14, <https://securityexpo.com.au/industry-news/power-badge/>, accessed 26 Jul 22.

³ Baniak, P, "Badge is Now Sign of Order And of Outlaw", Chicago Tribune, 09 Aug 95, http://articles.chicagotribune.com/1995-08-09/news/9508090300_1_badge-vh-blackinton-police-supply-store accessed 26 Jul 22.

⁴ Ibid

⁵ DFDA s31(4)

⁶ Richard R. Johnson, 'An Examination of Police Department Uniform Colour and Police-Citizen Aggression', *Criminal Justice and Behaviour*, Vol 40, Issue 2, pp. 228 – 244, First Published October 22, 2012, <https://doi.org/10.1177/0093854812456644>, accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

Operating Environment

Mission Profile:

12. The NP Badge combined with the Defence ID card identifies the member as a police member under the DFDA. It was initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was and still is, however, to be carried and readily displayed whenever required by NPCOs and NPCs conducting policing duties.

13. As discussed in para 11 above there is increasing confusion with other specialisations in regard to the use of the Coxswain wheel as a means to identification on Police members. The current proposed changes to the NPC specialisation to the Navy Policing and Security (NPS) specialisation will negate the use of the Coxswain wheel as an identifying medium for a NPS member.

14. It is proposed that the use of an iodised aluminium or silver synthetic metal general NP badge (without identification number) would be affixed to by means of a pin and clasp system akin to that of the name badge currently in service to the left breast above the medal ribbon as exemplified in Figure 2 at Annex B. This would be across all dress uniforms.

15. It is proposed that a manufactured cloth patch akin to that in use by US Navy personnel as depicted in Figure 5 at Annex B, to be sewn onto DPNU/MMPU on Left breast. This cloth patch may be silver thread on Black or Gold on black to align with name badge colouring. Measurements Required, DB required to DCN office through DPS-N to Workgroup (warfare SG), Estimate from clospo for costing. After approval.

16. The approval and provision of the proposed amendments to uniform scale will address the confusion with other branch identifying badges and ensure recognition across the joint force and other agencies, while providing a future proof solution to a rapidly developing NPC and future NPS specialisation.

Climatic Conditions: For use in the following climatic regions:

17. The NP Badge may be used in all climatic conditions as determined by daily working uniform.

Integration:

17. Integration with current uniform issue scale.

Hazards:

18. Nil.

Requirements

18. Overview of functional and performance requirements. Full list of requirements are to be detailed at Annex A.

Procurement

~~OFFICIAL~~

~~OFFICIAL~~

19. Procurement would need further investigation with possible use of local purchase options or via CLOSPO. A stock would need to be procured for initial issue to all members of the NPC workforce of 2 x ionised badges and 3 x cloth badges. A further supply would need to be established for issue upon completion of Police Basic course for new members.

Sustainment Qty: 100 Badges, 300 Cloth Patch

	Position	Name	Signature	Date
Prepared by:	SO2 HoP	s47E(d)		
Endorsed by				
Approved by ¹				

Funding: TBC To be funded from somewhere initially then sustained via Navy uniforms for first 2 years.

Annexes:

- A. Functional and Performance Requirements
- B. Example of badges

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A TO
User Requirement
Dated XX XXX XX

Functional and Performance Requirements

NAVAL POLICE BADGE and CLOTH DPNU BADGE PATCH

Ser	Requirement	E	I	D	Comments
1	Item conforms to a AS/NZS or ISO Standard	x			
2	DPNU Sewn on patch must be black in colour with either Gold or Silver thread.			X	Desirable that patch would be readily identifiable however not be overly obtrusive. Alternative would be Silver embroidery
3	Ionised Plastic or aluminium replica generic NP Badge with pin/clasp fixing	X			To be worn with all dress uniform affixed with Pin and clasp.
4					
5					

Functional and Performance Requirements

Item Name

E – Essential

I – Important

D – Desirable

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX B TO
User Requirement
Dated XX XXX XX

Example Naval Police Badge



Figure: 1

NP Police Badge

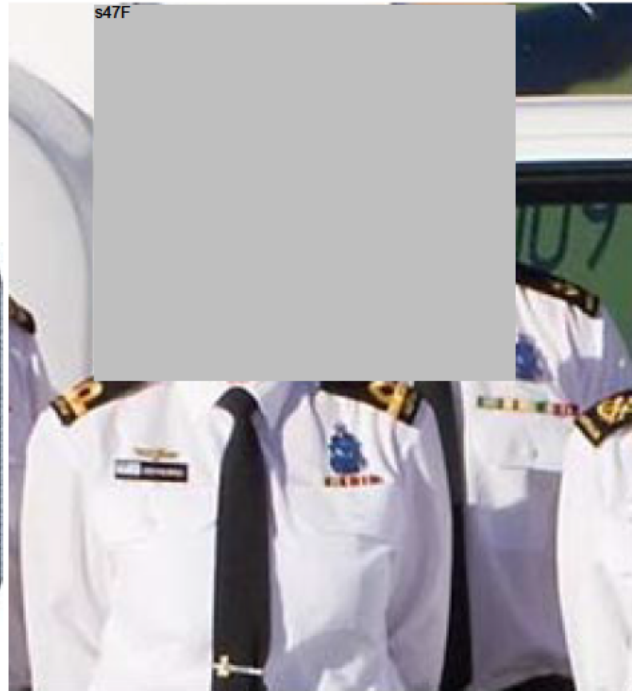


Figure: 2

NPCO and NPC wearing the NP Badge at
HMAS *Albatross*, circa 2011



Figure: 3

NPC Rate Badge

~~OFFICIAL~~

~~OFFICIAL~~

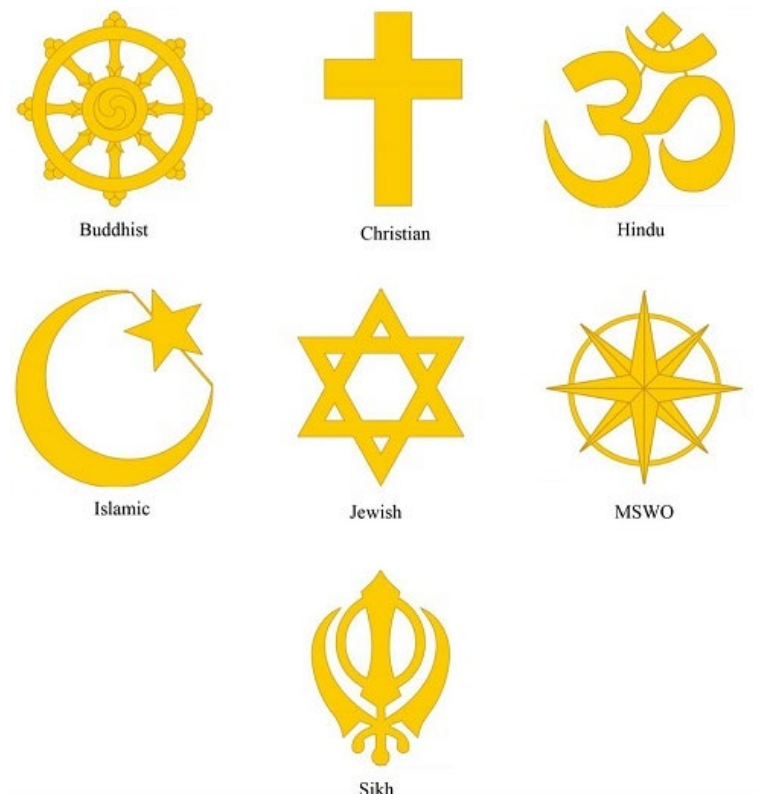


Figure: 4

Chaplaincy Branch Badges



Figure: 5

US Navy Cloth Patch

~~OFFICIAL~~

From: s47E(d)
To: s47E(d)
Cc: [Deputy Chief of Navy](#)
Subject: RE: NPC Badge Adornment [SEC-~~OFFICIAL~~]
Date: Wednesday, 1 November 2023 10:40:52 AM
Attachments: [image002.png](#)
[image003.jpg](#)

~~OFFICIAL~~

Hi Darren,

EA DCN will be in contact to arrange a time.

Respectfully,

s47E(d)
[Redacted]
[Redacted]

Personal Staff Officer to Deputy Chief of Navy
Office of Chief of Navy

s47E(d) | Russell Offices | Canberra ACT 2601

P: s47E(d) | **M:** s22 [Redacted]

For all DCN scheduling enquiries please email s47E(d)

For all OCN correspondence enquiries please email: s47E(d)

SEAPOW23 07-09 November 23

International Convention Centre, Sydney NSW

"The Indo Pacific International Maritime Exposition is the region's premier commercial maritime and naval defence exposition, connecting Australian and international defence, industry, government, academia and technology leaders, in the national interest."

[Indo Pacific 2023 International Maritime Exposition : 7-9 November 2023 : Sydney : Australia \(indopacificexpo.com.au\)](#)

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From: s47E(d)
Sent: Tuesday, 31 October 2023 4:21 PM
To: s47E(d)
Subject: NPC Badge Adornment [SEC-~~OFFICIAL~~]

~~OFFICIAL~~

Hi s47E(d)

Please would you be so kind as to see if DCN has some time in his diary for s47E(d) and I to come and brief him in regards to his query following the DB for the wearing of NPC badges by the Workgroup. If possible could you send through a few windows and we can get back to you. A 15 Minute slot would probably suffice.

VMT

Kind Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

navy_ttw_pms_pos



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From: s47E(d)
To: s47E(d)
Subject: NPC Badge Project - DB for Director ~~[SEC - OFFICIAL]~~
Date: Wednesday, 12 July 2023 2:35:02 PM
Attachments: [image001.jpg](#)
[17022023-DPSN-DB for DCN-Naval Police Badge.obr](#)

~~OFFICIAL~~

Hi s47E(d),

Please could this final draft be forwarded to the director for his final approval for release.

Many thanks

s47E(d)

[Redacted]

[Redacted]
SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 [Redacted] | T: s47E(d) [Redacted] (Skype)

[Visit DPS-N on the DRN](#)

navy_ttw_pms_pos



IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d)
To: [COSNHQ.Correspondence](#)
Subject: RE: 17022023-DPSN-DB for DCN-Naval Police Badge (BS38559955) [~~SEC-
OFFICIAL~~]
Date: Monday, 4 September 2023 2:57:08 PM
Attachments: [17022023-DPSN-DB for DCN-Naval Police Badge.pdf](#)

~~OFFICIAL~~

Thank you Taryn. Signed and for the corro register for A/COS and A/DCN.

What version of adobe do I need to do this myself? I'm told I don't have the right version on my profile.

Regards

s47
E(d)

Director of Policing and Security - Navy
s47E(d)

Tel: s47E(d)
Mob: s22 (no SMS)

Email: s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

-----Original Message-----

From: s47E(d) On Behalf Of COSNHQ.Correspondence
Sent: Monday, 4 September 2023 2:33 PM
To: s47E(d)
Subject: FW: 17022023-DPSN-DB for DCN-Naval Police Badge (BS38559955) [~~SEC-
OFFICIAL~~]

~~OFFICIAL~~

Good Afternoon Sir,

PFA PDF version with Signature and comment boxes.

Kind Regards,

s47E(d)

RAN Chief of Staff Navy Headquarters

s47E(d) | Russell Offices | Russell, ACT 2600
P: s47E(d)

All COS NHQ Correspondence must be sent to:
s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

-----Original Message-----

From: s47E(d)

Sent: Monday, 4 September 2023 1:25 PM

To: s47E(d)

Subject: 17022023-DPSN-DB for DCN-Naval Police Badge (BS38559955) [~~SEC OFFICIAL~~]


~~OFFICIAL~~

s47E(d) - RAN has sent you a copy of "17022023-DPSN-DB for DCN-Naval Police Badge" (BS38559955) v26.0 from Objective.

Thanks s47E(d). Obviously I need to sign first.

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

~~OFFICIAL~~

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
Force Command / Directorate: DPS-N		Reference: BS38559955
Timing: Routine		Action required by:
Copies: PM-ADF, CO JMPF, Navy Uniforms		

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / PLEASE DISCUSS

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

APPROVED / NOT APPROVED / PLEASE DISCUSS

- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / NOT ENDORSED / PLEASE DISCUSS

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

~~OFFICIAL~~

~~OFFICIAL~~

4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

10. *Professionalisation of the Workforce* - The reinvigoration and professionalisation of the NPC workforce through the Navy Mastery Framework is well underway. As well as re-posturing the workforce to become security specialists, the requirement to primarily be MP

¹ Bigelow, J, "The Power of a Badge", Security Exhibition and Conference, 22 Apr 14, <https://securityexpo.com.au/industry-news/power-badge/>, accessed 26 Jul 22.

² Baniak, P, "Badge is Now Sign of Order And of Outlaw", Chicago Tribune, 09 Aug 95, http://articles.chicagotribune.com/1995-08-09/news/9508090300_1_badge-vh-blackinton-police-supply-store accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

has not diminished and this effort also serves to better prepare NPC for duties within JMPU as an integral part of their career continuum. Establishing the NPC cohort within Navy as a professional MP presence, organically sustainable and deployable is a key enabler in establishing an esprit de corps across all NPCs.

11. *Disciplinary Effects* - Research has shown that policing accruelements positively affect observer's opinions on the members wearing the accruelements and also influences the behaviour of the observer towards compliance with regulations³. There are also studies to suggest that 'enclothed cognition' or that, in wearing items associated with police, influences the thinking of the individuals wearing the items, to be more consistent with that of the identity and practices of police. This reinforces and aligns with the MP code of conduct, Defence values and the requirement for a suitably empowered authority to demand level of disciplinary conduct across the Navy and the Joint Force.

12. *Reduce Confusion* - The recent establishment of the Maritime Spiritual Wellbeing Officers (MSWO) has generated mild confusion in regard to NPC identification. The MSWO insignia, and that of the Naval Chaplaincy Branch (NCB) Buddhist is so similar in design to the helm on the current NPC badge. Anecdotal evidence from MSWOs has revealed a number of occasions where serving members have approached the MSWO mistaking them for a NPC. This further reinforces the requirement for the NPC workgroup to be more readily identified within Navy and the Joint Force as police members.

Proposal

13. Navy Uniforms were instrumental in developing this proposal and in designing the new badge and patch. The proposed revised NP badges consist of a revised lightweight metal badge modelled on the existing badge and a cloth badge that will satisfy the mandatory identification requirements when the wearing service dress or MMPU. The revised badges were also designed with comfort in mind for female NPC.

14. The proposed NP badge is shown at Figure 1, Annex A. The NP badge would be worn on the left breast above the medal ribbon as shown by Figure 3, Annex A albeit slight smaller in size and considerably lighter. The proposed NP patch is shown at Figure 2, Annex A. The NP patch would be sewn onto MMPU on the left breast.

15. The badge will be retrospectively issued and able to be worn by NPC Officers and Sailors who have achieved the Military Police Basic Course or the Navy Military Police Officers Basic Course respectively or higher and are currently employed under SERCAT 3, 5, 6, or 7.

16. NPCs serving within the JMPU will continue to wear the joint 'MP' badge as their formal identification and revert to the NP badge when they return under a Navy command.

Resources

17. Consultation with Navy Uniform indicate costs are approximately \$5000 for initial implementation and \$1000 per annum sustainment. If approved, finance will be sought from existing funding lines.

³ Richard R. Johnson, 'An Examination of Police Department Uniform Colour and Police-Citizen Aggression', *Criminal Justice and Behaviour*, Vol 40, Issue 2, pp. 228 – 244, First Published October 22, 2012, <https://doi.org/10.1177/0093854812456644>, accessed 26 Jul 22.

~~OFFICIAL~~




~~OFFICIAL~~

Consultation

18. The PM-ADF, Navy Uniforms and a considerable proportion of the NPC workforce were consulted in the development of this proposal. The NPC community were consulted during community forums conducted throughout Australia by DPS-N. Despite minor pockets of resistance, there was overwhelming support for the badge from the wider NPC community.

Annex:

A. Proposed NP badge and patch designs.

Approved by:	
<div>s47E(d)</div> 	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by:	
<div>s47E(d)</div> 	
A/COS NHQ	
Sep 23	
A/DCN Comments:	
<div>s47E(d)</div> 	
A/DCN	
Sep 23	

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

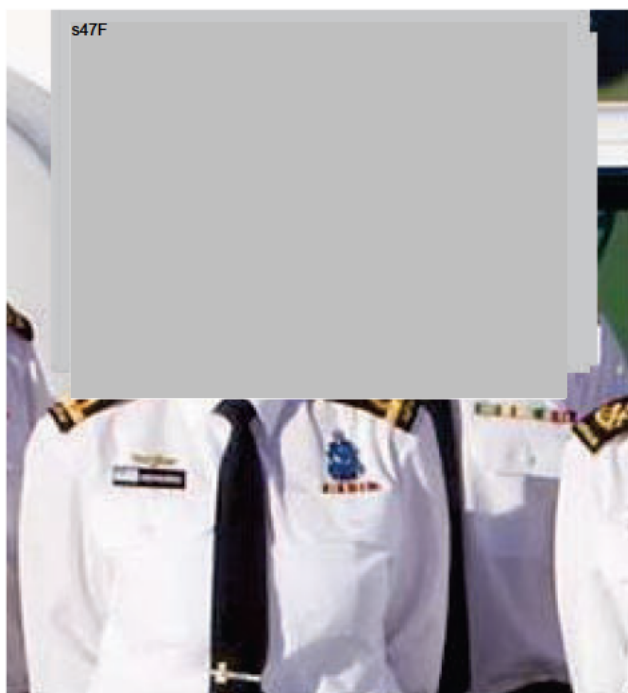


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

~~OFFICIAL~~

From: s47E(d)
To: s47E(d)
Subject: FW: Wearing of Naval Police Badge and Patch [~~SEC-**OFFICIAL**~~]
Date: Friday, 1 December 2023 7:40:40 AM
Attachments: [image001.png](#)
[image002.png](#)
[NPC Badge Adornment Descision Brief - DCN response.pdf](#)

~~**OFFICIAL**~~

Gents,

Get hold of s47E(d), nail down some funding and make it so!

Regards

s47E(d)

Director of Policing and Security - Navy

s47E(d)

Tel: s47E(d)

Mob: s47E(d) (no SMS)

Email: s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d)

Sent: Friday, 1 December 2023 8:34 AM

To: s47E(d)

Cc: s47E(d)

Subject: RE: Wearing of Naval Police Badge and Patch [~~SEC-**OFFICIAL**~~]

~~**OFFICIAL**~~

s47E(d)

Thks for the OQE.

Badge is approved – DB is annotated accordingly.

PSO – Pls log the revised DB attached into the Obj corro register to record the decision.

s47E(d)

DCN

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d)
Sent: Thursday, 30 November 2023 2:34 PM
To: s47E(d)
Cc: s47E(d)
Subject: Wearing of Naval Police Badge and Patch ~~[SEC - OFFICIAL]~~

~~OFFICIAL~~

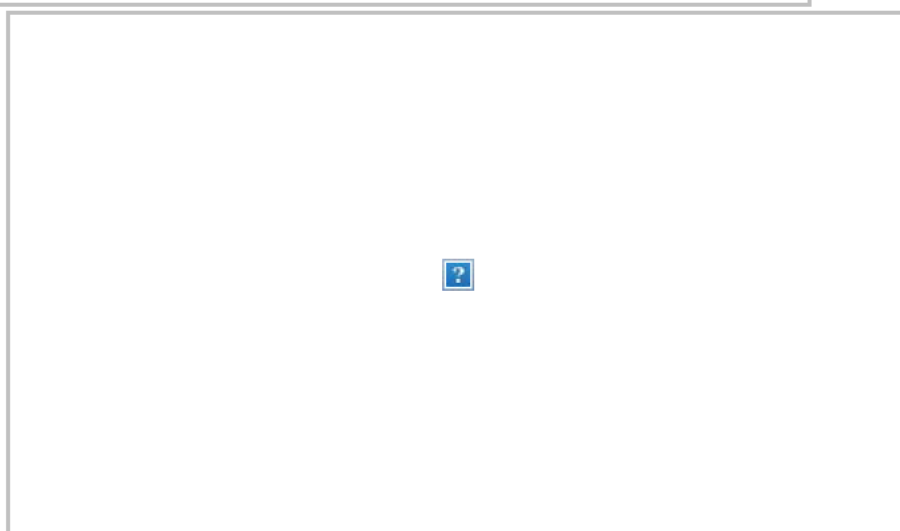
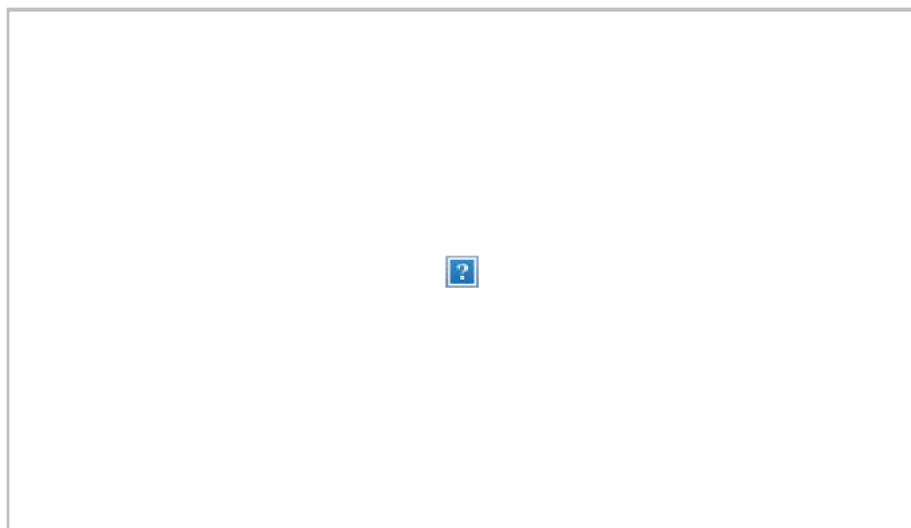
Sir,

At the attached brief you endorsed the concept of the re-introduction of the Naval Police Badge that had ceased being part of the NPC uniform accoutrements for reasons detailed therein. You also directed a 'please discuss' to get more fidelity on the community response to the proposal prior to you approving it. A personal discussion was arranged for 11 Dec 23 but your staff have since advised that an email is to be provided in lieu; this is the emailed response.

In order to support the development and introduction of the Navy Mastery Program to facilitate the professionalisation of the NPC/NPCO workforce, a community engagement program has been conducted every year during my tenure as DPS-N. These sessions have been in company with the FNW NPC Workgroup Planner and my Head of Profession representative (both cc'd). The latest round of face to face of community engagements were conducted from May to Aug this year building on previous successful engagement sessions. The engagement programs included all available seagoing, shore based and JMPU NPC officers, sailors and potential NPC workforce candidates. In addition to many other subjects, the proposal of wearing the newly designed generic Naval Police Badge and Patch was put to all personnel attending and open discussions took place in a forum based approach and feedback was recorded.

Throughout the engagement sessions, the reasons and concepts behind the wearing of the badge as well as understanding the initial demise of the badge were discussed. The junior members of the cohort were the most fervent supporters of the reintroduction of the badge from the start with some detectable but mild scepticism from the more senior rates some of whom did not support the proposal. The minority of those who were not in support cited that wearing a badge could be an obstacle to personnel voluntarily engaging with NPC or that it was simply not required. These attitudes would seem to be commensurate with the reasons for the initial demise of the badge contained in the brief aside from comfort issues.

In order to represent the overall consensus of responses during the 2022 and 2023 face to face engagements, the graphs below are provided to give an overview of responses. Those personnel who did not offer an objection were noted as tacit approval.



2022 Engagement

Attendees Total:	142
Supported Percentage:	87%
Not Supported Percentage:	13%

2023 Engagement

Attendees Total:	78
Supported Percentage:	87%
Not Supported Percentage:	13%

In summary, there is overwhelming support in the NPC workforce to reintroduce the NP Badge with those who provided an objection, offering little in terms of constructive contrary argument. The case for the badge, particularly in reference to the professionalising of the workforce and the legislative requirements covered in the brief, is strong.

It is recommended that you approve the wearing of a NP Badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

Respectfully,

s47E(d)

Director of Policing and Security - Navy

s47E(d)


Tel: s47E(d)

Mob: s47E(d) (no SMS)

Email: s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

OFFICIAL

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
	Force Command / Directorate: DPS-N	Reference: BS38559955
	Timing: Routine	Action required by:
	Copies: PM-ADF, CO JMPF, Navy Uniforms	

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / ~~PLEASE DISCUSS~~

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

APPROVED / ~~NOT APPROVED~~ / ~~PLEASE DISCUSS~~ 1/12 -



- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / ~~NOT ENDORSED~~ / ~~PLEASE DISCUSS~~

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

OFFICIAL

~~OFFICIAL~~

4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

10. *Professionalisation of the Workforce* - The reinvigoration and professionalisation of the NPC workforce through the Navy Mastery Framework is well underway. As well as re-posturing the workforce to become security specialists, the requirement to primarily be MP

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~~OFFICIAL~~

~~OFFICIAL~~

has not diminished and this effort also serves to better prepare NPC for duties within JMPU as an integral part of their career continuum. Establishing the NPC cohort within Navy as a professional MP presence, organically sustainable and deployable is a key enabler in establishing an esprit de corps across all NPCs.

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Proposal

13. Navy Uniforms were instrumental in developing this proposal and in designing the new badge and patch. The proposed revised NP badges consist of a revised lightweight metal badge modelled on the existing badge and a cloth badge that will satisfy the mandatory identification requirements when the wearing service dress or MMPU. The revised badges were also designed with comfort in mind for female NPC.

14. The proposed NP badge is shown at Figure 1, Annex A. The NP badge would be worn on the left breast above the medal ribbon as shown by Figure 3, Annex A albeit slight smaller in size and considerably lighter. The proposed NP patch is shown at Figure 2, Annex A. The NP patch would be sewn onto MMPU on the left breast.

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17. Consultation with Navy Uniform indicate costs are approximately \$5000 for initial implementation and \$1000 per annum sustainment. If approved, finance will be sought from existing funding lines.

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~~OFFICIAL~~

~~OFFICIAL~~

Consultation

18. The PM-ADF, Navy Uniforms and a considerable proportion of the NPC workforce were consulted in the development of this proposal. The NPC community were consulted during community forums conducted throughout Australia by DPS-N. Despite minor pockets of resistance, there was overwhelming support for the badge from the wider NPC community.

Annex:

A. Proposed NP badge and patch designs.

Approved by:	
<div>s47E(d)</div>	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by: Recommended.	
<div>s47E(d)</div>	
A/COS NHQ	
Sep 23	
A/DCN Comments:	
<div>s47E(d)</div>	Thanks for the brief. While I am happy to endorse the design, I wish to get more fidelity on the community response to this proposal before I formally endorse it. Pls discuss.
A/DCN	1/12 - Email from DPS-N on 30 Nov 23 provided the required OQE to answer my RFI above. Badge is APPROVED
Sep 23	

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

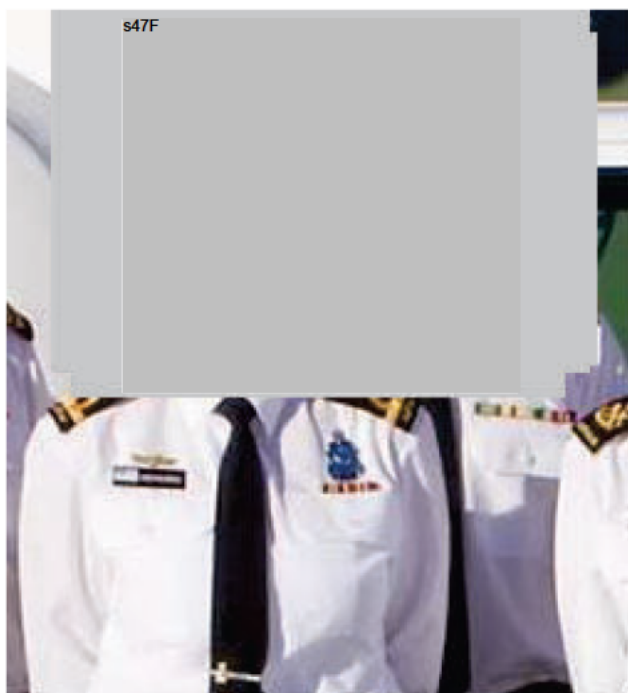


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

~~OFFICIAL~~

From: s47E(d)
To: s47E(d)
Cc: s47E(d)
Subject: RE: Wearing of Naval Police Badge and Patch ~~[SEC-**OFFICIAL**]~~
Date: Friday, 1 December 2023 7:46:58 AM
Attachments: [image003.jpg](#)
[image004.png](#)
[image005.png](#)

~~**OFFICIAL**~~

Good Morning Sir,

I have been on to this and have been discussing with s47E(d), funding will be through NECD (FNW). Great that we got the go ahead, a good change for the better for the workgroup.

Regards

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

navy_ttw_pms_pos



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From: s47E(d)
Sent: Friday, 1 December 2023 8:41 AM
To: s47E(d)
Subject: FW: Wearing of Naval Police Badge and Patch ~~[SEC-**OFFICIAL**]~~

~~**OFFICIAL**~~

Gents,

Get hold of [REDACTED], nail down some funding and make it so!

Regards

[REDACTED]

Director of Policing and Security - Navy

[REDACTED]

Tel: [REDACTED]

Mob: [REDACTED] (no SMS)

Email: [REDACTED]

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From: [REDACTED]

Sent: Friday, 1 December 2023 8:34 AM

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Wearing of Naval Police Badge and Patch ~~[SEC - OFFICIAL]~~

~~OFFICIAL~~

[REDACTED]

Thks for the OQE.

Badge is approved – DB is annotated accordingly.

PSO – Pls log the revised DB attached into the Obj corro register to record the decision.

[REDACTED]

DCN

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: [REDACTED]

Sent: Thursday, 30 November 2023 2:34 PM

To: s47E(d)

Cc: s47E(d)

Subject: Wearing of Naval Police Badge and Patch ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

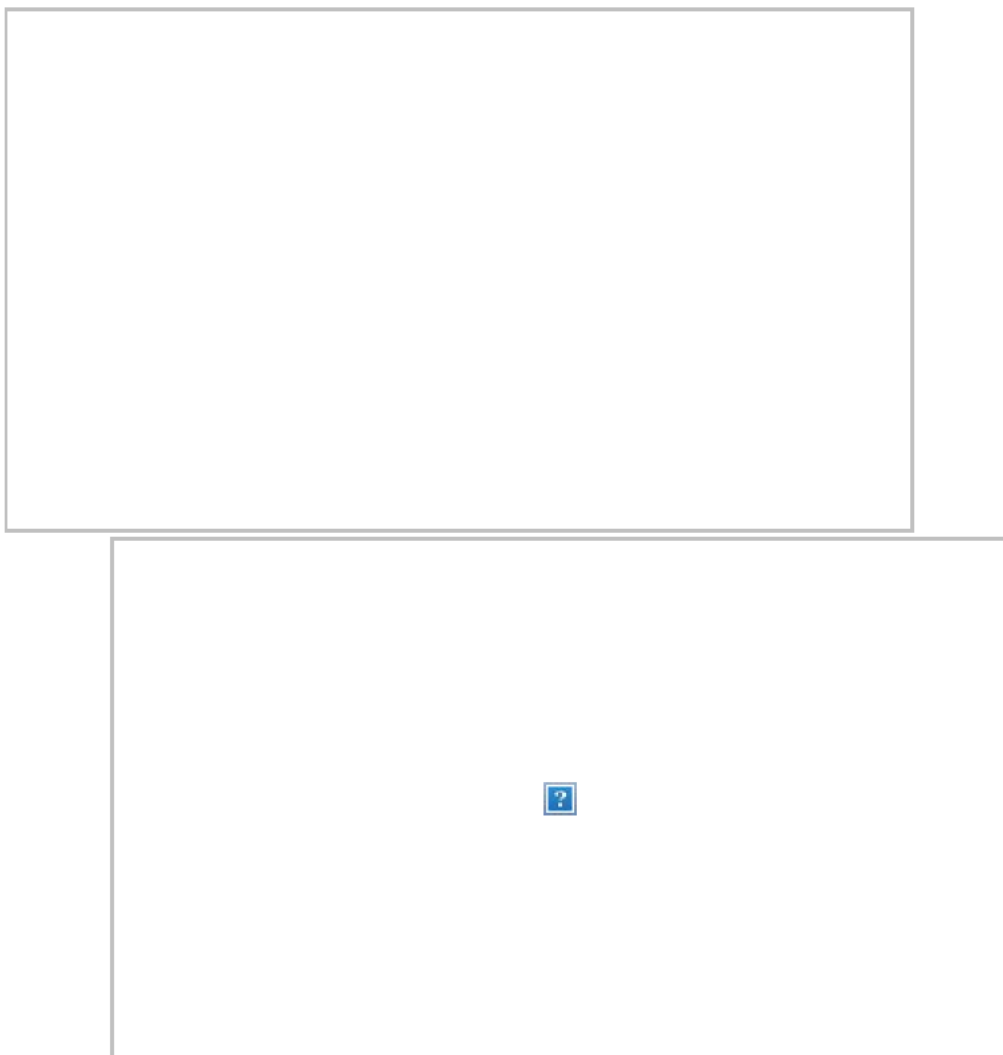
Sir,

At the attached brief you endorsed the concept of the re-introduction of the Naval Police Badge that had ceased being part of the NPC uniform accoutrements for reasons detailed therein. You also directed a 'please discuss' to get more fidelity on the community response to the proposal prior to you approving it. A personal discussion was arranged for 11 Dec 23 but your staff have since advised that an email is to be provided in lieu; this is the emailed response.

In order to support the development and introduction of the Navy Mastery Program to facilitate the professionalisation of the NPC/NPCO workforce, a community engagement program has been conducted every year during my tenure as DPS-N. These sessions have been in company with the FNW NPC Workgroup Planner and my Head of Profession representative (both cc'd). The latest round of face to face of community engagements were conducted from May to Aug this year building on previous successful engagement sessions. The engagement programs included all available seagoing, shore based and JMPU NPC officers, sailors and potential NPC workforce candidates. In addition to many other subjects, the proposal of wearing the newly designed generic Naval Police Badge and Patch was put to all personnel attending and open discussions took place in a forum based approach and feedback was recorded.

Throughout the engagement sessions, the reasons and concepts behind the wearing of the badge as well as understanding the initial demise of the badge were discussed. The junior members of the cohort were the most fervent supporters of the reintroduction of the badge from the start with some detectable but mild scepticism from the more senior rates some of whom did not support the proposal. The minority of those who were not in support cited that wearing a badge could be an obstacle to personnel voluntarily engaging with NPC or that it was simply not required. These attitudes would seem to be commensurate with the reasons for the initial demise of the badge contained in the brief aside from comfort issues.

In order to represent the overall consensus of responses during the 2022 and 2023 face to face engagements, the graphs below are provided to give an overview of responses. Those personnel who did not offer an objection were noted as tacit approval.



2022 Engagement

Attendees Total:	142
Supported Percentage:	87%
Not Supported Percentage:	13%

2023 Engagement

Attendees Total:	78
Supported Percentage:	87%
Not Supported Percentage:	13%

In summary, there is overwhelming support in the NPC workforce to reintroduce the NP Badge with those who provided an objection, offering little in terms of constructive contrary argument. The case for the badge, particularly in reference to the professionalising of the workforce and the legislative requirements covered in the brief, is strong.

It is recommended that you approve the wearing of a NP Badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

Respectfully,

s47E(d)

s47E(d)

Director of Policing and Security - Navy

s47E(d)

Tel: s47E(d)

Mob: 066 (no SMS)

Email: s47E(d)

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From: s47E(d)
To: s47E(d)
Cc: s47E(d)
Subject: FW: Wearing of Naval Police Badge and Patch ~~[SEC- OFFICIAL]~~
Date: Friday, 1 December 2023 7:48:21 AM
Attachments: [image001.png](#)
[image002.png](#)
[NPC Badge Adornment Descision Brief - DCN response.pdf](#)
[image003.jpg](#)

~~OFFICIAL~~

Hi s47E(d),

PSB, Wearing of Badges are approved! We need to hit play on the funding stream now.

Have a great weekend

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

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M: s22 | T: s47E(d) (Skype)

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navy_ttw_pms_pos



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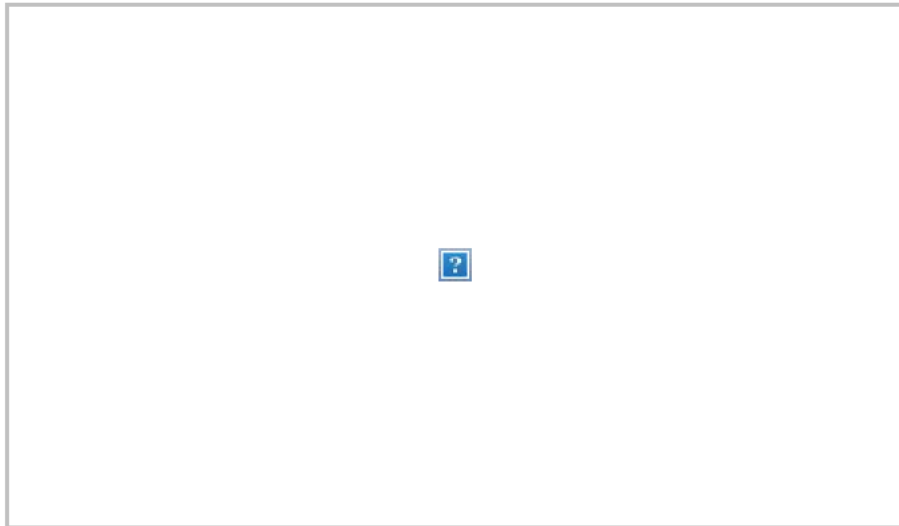
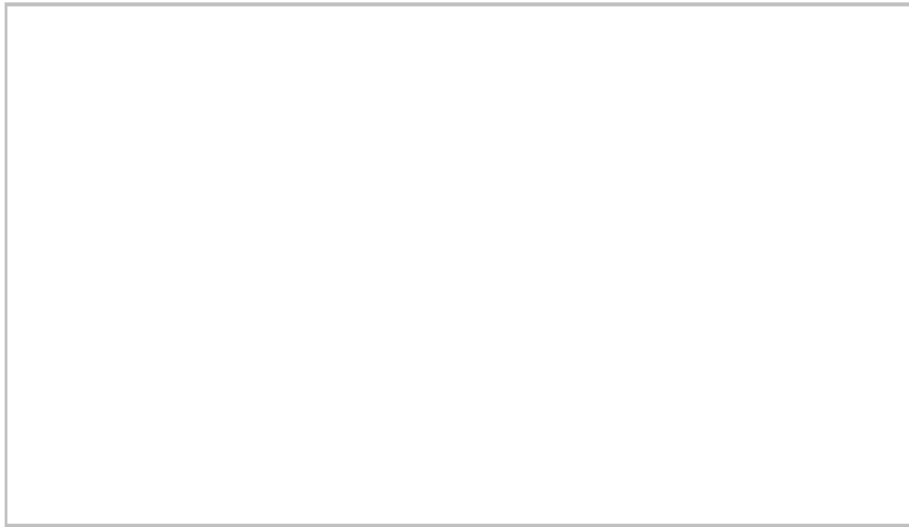
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It is recommended that you approve the wearing of a NP Badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

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s47E(d)

s47E(d)

Director of Policing and Security - Navy

s47E(d)


Tel: s47E(d)

Mob: 066 (no SMS)

Email: s47E(d)

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~~OFFICIAL~~

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
	Force Command / Directorate: DPS-N	Reference: BS38559955
	Timing: Routine	Action required by:
	Copies: PM-ADF, CO JMPF, Navy Uniforms	

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / ~~PLEASE DISCUSS~~

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

APPROVED / ~~NOT APPROVED~~ / ~~PLEASE DISCUSS~~ 1/12 -

s47E(d)

- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / ~~NOT ENDORSED~~ / ~~PLEASE DISCUSS~~

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

~~OFFICIAL~~

~~OFFICIAL~~

4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

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<div>s47E(d)</div>	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by: Recommended.	
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~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

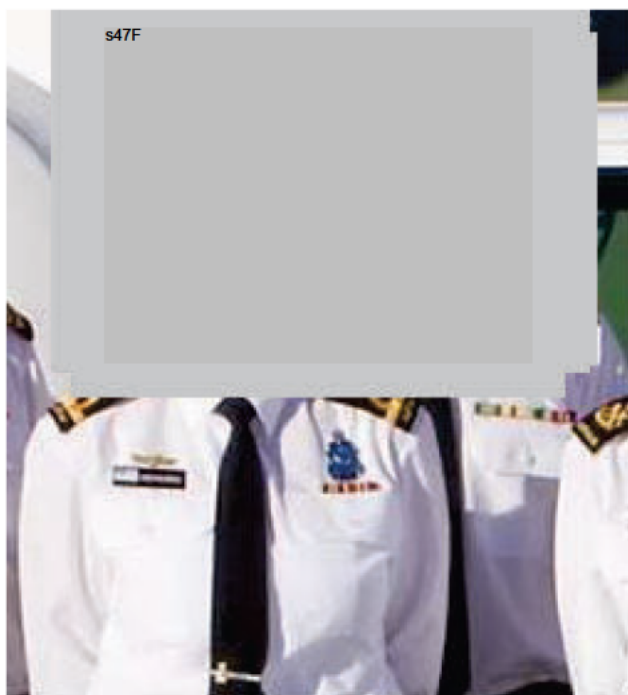


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

~~OFFICIAL~~

From: s47E(d)
To: s47E(d)
Subject: RE: Wearing of Naval Police Badge and Patch [~~SEC-OFFICIAL~~]
Date: Friday, 1 December 2023 8:25:55 AM
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)

~~OFFICIAL~~

Depends on contract procurement, funding stream requirements and production and distribution timelines, a little bit to do but I would suspect this would be end of Q2 as a Headmark mate, but yes I actually managed to achieved something!!!

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

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From: s47E(d)
Sent: Friday, 1 December 2023 9:22 AM
To: s47E(d)
Subject: RE: Wearing of Naval Police Badge and Patch [~~SEC-OFFICIAL~~]

~~OFFICIAL~~

Morning

I see we have had a win with the badges. With funding to go through NECD – would that suggest an early quarter 1 marker for badges to come into effect?

s47E(d)

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To: s47E(d)
Cc: s47E(d)
Subject: RE: Wearing of Naval Police Badge and Patch ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

Good Morning Sir,

I have been on to this and have been discussing with Lisa, funding will be through NECD (FNW). Great that we got the go ahead, a good change for the better for the workgroup.

Regards

s47E(d)

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[Visit DPS-N on the DRN](#)

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From: s47E(d)
Sent: Friday, 1 December 2023 8:41 AM
To: s47E(d)

Subject: FW: Wearing of Naval Police Badge and Patch [~~SEC-
OFFICIAL~~]

~~OFFICIAL~~

Gents,

Get hold of ^{s47E(d)}, nail down some funding and make it so!

Regards

^{s47E(d)}

Director of Policing and Security - Navy

^{s47E(d)}

Tel: ^{s47E(d)}

Mob: ^{s47E(d)} (no SMS)

Email: ^{s47E(d)}

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: ^{s47E(d)}

Sent: Friday, 1 December 2023 8:34 AM

To: ^{s47E(d)}

Cc: ^{s47E(d)}

Subject: RE: Wearing of Naval Police Badge and Patch [~~SEC-
OFFICIAL~~]

~~OFFICIAL~~

^{s47E(d)}

Thks for the OQE.

Badge is approved – DB is annotated accordingly.

PSO – Pls log the revised DB attached into the Obj corro register to record the decision.

^{s47E(d)}

DCN

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised

communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

From: s47E(d)
Sent: Thursday, 30 November 2023 2:34 PM
To: s47E(d)
Cc: s47E(d)
Subject: Wearing of Naval Police Badge and Patch ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

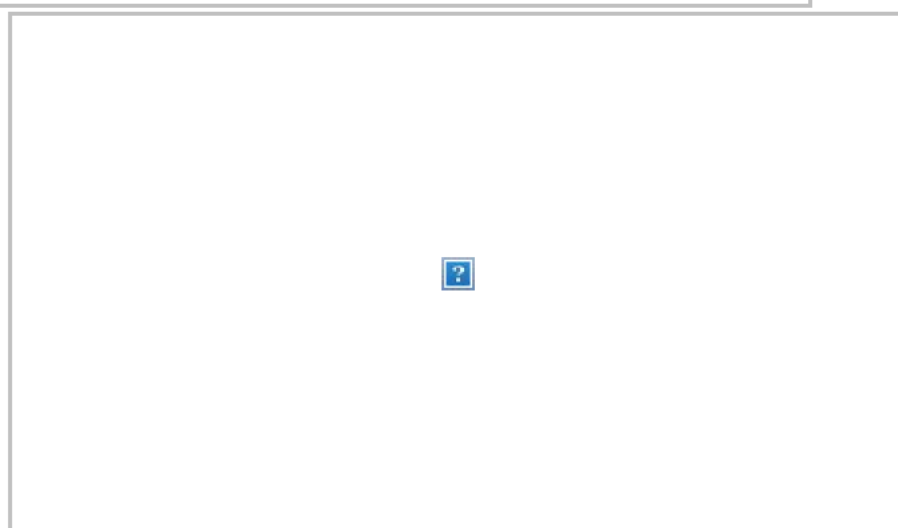
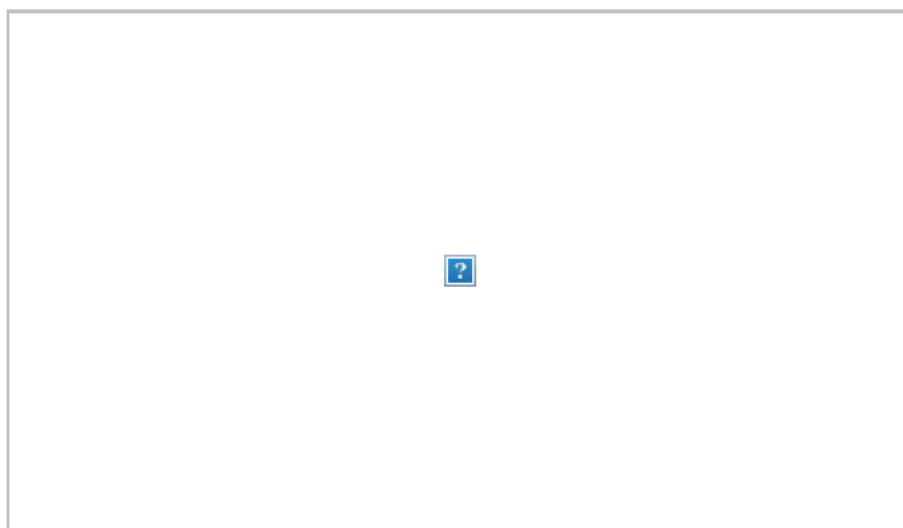
Sir,

At the attached brief you endorsed the concept of the re-introduction of the Naval Police Badge that had ceased being part of the NPC uniform accoutrements for reasons detailed therein. You also directed a 'please discuss' to get more fidelity on the community response to the proposal prior to you approving it. A personal discussion was arranged for 11 Dec 23 but your staff have since advised that an email is to be provided in lieu; this is the emailed response.

In order to support the development and introduction of the Navy Mastery Program to facilitate the professionalisation of the NPC/NPCO workforce, a community engagement program has been conducted every year during my tenure as DPS-N. These sessions have been in company with the FNW NPC Workgroup Planner and my Head of Profession representative (both cc'd). The latest round of face to face of community engagements were conducted from May to Aug this year building on previous successful engagement sessions. The engagement programs included all available seagoing, shore based and JMPU NPC officers, sailors and potential NPC workforce candidates. In addition to many other subjects, the proposal of wearing the newly designed generic Naval Police Badge and Patch was put to all personnel attending and open discussions took place in a forum based approach and feedback was recorded.

Throughout the engagement sessions, the reasons and concepts behind the wearing of the badge as well as understanding the initial demise of the badge were discussed. The junior members of the cohort were the most fervent supporters of the reintroduction of the badge from the start with some detectable but mild scepticism from the more senior rates some of whom did not support the proposal. The minority of those who were not in support cited that wearing a badge could be an obstacle to personnel voluntarily engaging with NPC or that it was simply not required. These attitudes would seem to be commensurate with the reasons for the initial demise of the badge contained in the brief aside from comfort issues.

In order to represent the overall consensus of responses during the 2022 and 2023 face to face engagements, the graphs below are provided to give an overview of responses. Those personnel who did not offer an objection were noted as tacit approval.



2022 Engagement

Attendees Total:	142
Supported Percentage:	87%
Not Supported Percentage:	13%

2023 Engagement

Attendees Total:	78
Supported Percentage:	87%
Not Supported Percentage:	13%

In summary, there is overwhelming support in the NPC workforce to reintroduce the NP Badge with those who provided an objection, offering little in terms of constructive contrary argument. The case for the badge, particularly in reference to the professionalising of the workforce and the legislative requirements covered in the brief, is strong.

It is recommended that you approve the wearing of a NP Badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

Respectfully,

s47E(d)

s47E(d)

Director of Policing and Security - Navy

s47E(d)

Tel: s47E(d)

Mob: 066 (no SMS)

Email: s47E(d)

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From: s47E(d)
To: s47E(d)
Cc: s47E(d)
Subject: NPC Badges ~~[SEC-**OFFICIAL**]~~
Date: Thursday, 7 December 2023 6:46:07 AM
Attachments: [image001.jpg](#)

~~**OFFICIAL**~~

Hi s47E(d),

Just for future requirements please continue to ratify the NPC Badge register to ensure we capture all personnel who currently hold a NP Police Badge. Noting the DCN endorsement of wearing of the NP Badge it may be prudent to have all NPC confirm badge numbers to ensure database is up to Date prior to issuing the wearable badge and patch.

In addition you may wish to check the number of badges we have available for passing out parade of IET at DFSP, I think we are ok for Officer numbered series however I have an inkling that we are running low of the OR series and will need to have an order placed to ensure supply.

Cheers

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

[Visit DPS-N on the DRN](#)

navy_ttw_pms_pos



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From: s47E(d)
To: s47E(d)
Subject: FW: Wearing of Naval Police Badge and Patch ~~[SEC-**OFFICIAL**]~~
Date: Tuesday, 12 December 2023 12:55:58 PM
Attachments: [image001.png](#)
[image002.png](#)
[NPC Badge Adornment Descision Brief - DCN response.pdf](#)
[image003.jpg](#)

~~**OFFICIAL**~~

s47E(d)

SO2 Head Of Profession Policing and Security

Directorate of Policing & Security - Navy
s47E(d) | PO Box 7927

Brindabella Business Park | CANBERRA ACT 2610

M: s22 | T: s47E(d) (Skype)

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~~**OFFICIAL**~~

s47E(d)
)

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PSO – Pls log the revised DB attached into the Obj corro register to record the decision.

s47E(d)

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Subject: Wearing of Naval Police Badge and Patch ~~[SEC-OFFICIAL]~~

~~OFFICIAL~~

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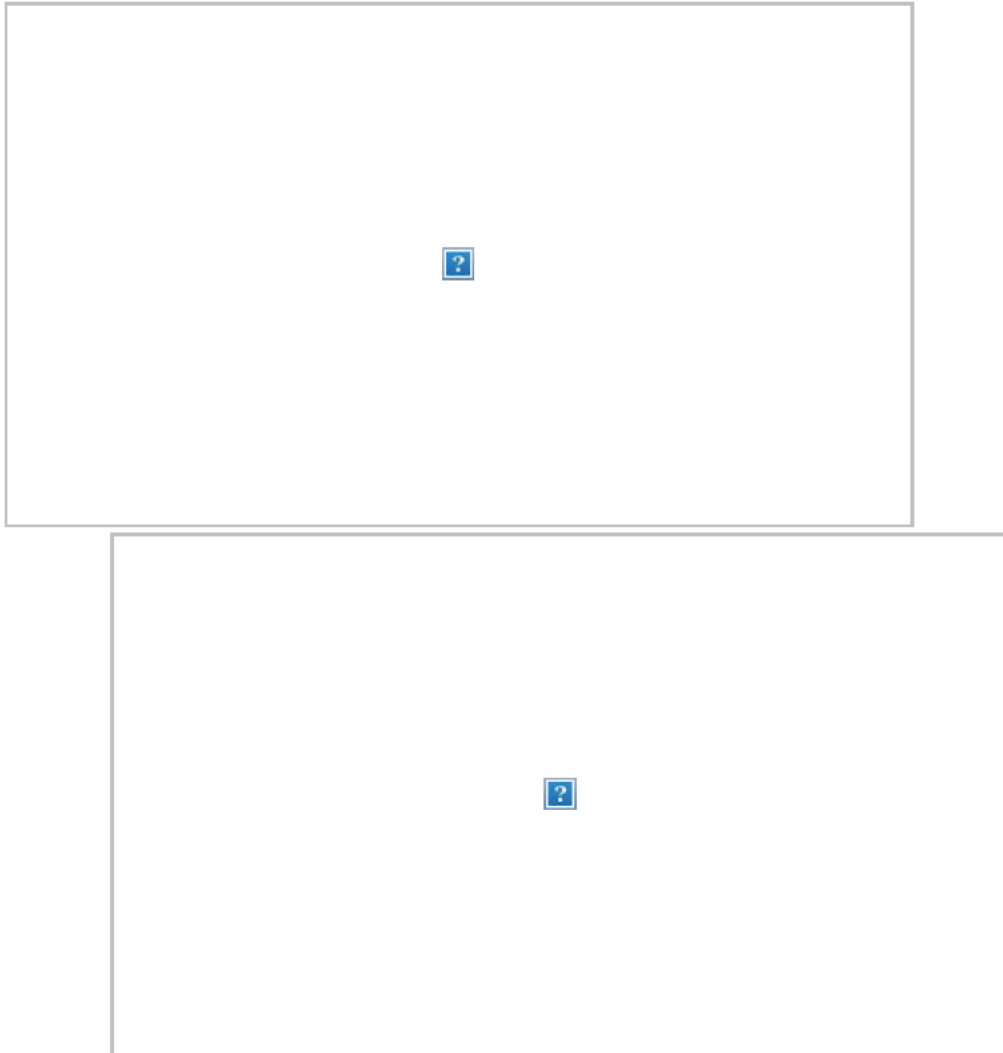
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It is recommended that you approve the wearing of a NP Badge on Service Dress and

Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

Respectfully,

s47E(d)



Director of Policing and Security - Navy

s47E(d)

Tel:

s47E(d)


Mob: (no SMS)

Email:

s47E(d)

IMPORTANT: This email remains the property of the Department of Defence. Unauthorised communication and dealing with the information in the email may be a serious criminal offence. If you have received this email in error, you are requested to contact the sender and delete the email immediately.

~~OFFICIAL~~

	DECISION BRIEF FOR A/DCN WEARING OF NAVAL POLICE BADGE AND PATCH	
	Force Command / Directorate: DPS-N	Reference: BS38559955
	Timing: Routine	Action required by:
	Copies: PM-ADF, CO JMPF, Navy Uniforms	

Recommendations:

That you:

- i. **note** that there is a requirement within the Defence Act, the Defence Force Discipline Act and the Criminal Code for Military Police (MP) to be readily identifiable as police members and Navy Police Coxswains (NPC) do not currently wear a police badge on their uniforms.

NOTED / ~~PLEASE DISCUSS~~

- ii. **approve** the wearing of a NP badge on Service Dress and Navy Police patch (NP patch) on Maritime Multi-Cam Pattern Uniform (MMPU).

APPROVED / ~~NOT APPROVED~~ / ~~PLEASE DISCUSS~~ 1/12 -

s47E(d)

- iii. **endorse** the proposed Navy Police (NP) badge and patch.

ENDORSED / ~~NOT ENDORSED~~ / ~~PLEASE DISCUSS~~

Key Points

1. NPC (and for the purpose of this brief, NPCOs) currently do not currently wear a police badge on uniforms yet the ubiquitous and universal requirement for police, irrespective of Service or nationality to be readily identifiable as police members has not diminished. In the Australian context, the requirement for Service police members to be readily identifiable as such in the conduct of their duties is through federal legislation in the Defence Act 1903, The Defence Force Discipline Act and the Criminal Code Act.

2. Navy Police Badges are still issued to successful Navy candidates of the MP Basic Common Course and Navy Police Coxswain Basic Course, yet they are no longer worn. After considerable research, no formal decision process can be identified authorising the removal of the badge from the NPC uniform accoutrements. However, there is strong anecdotal evidence surrounding the reasons for the demise of the wearing of the badge for NPCs. Specifically, a lack of leadership within the workforce and dislike of senior NPCs being readily indefinable by their superiors to administer minor disciplinary action seem to be key tenets. Further, there may have been a reluctance by female NPC to wear the badge due to its relative heavy weight and uncomfortable position on the shirt.

3. While the requirement to wear the badge was not formally rescinded, in reinstating the requirement Navy Uniforms advise that DCN's approval would be required to formalise the re-introduction. They could not provide any information regarding the original introduction or withdrawal of the badge.

~~OFFICIAL~~

~~OFFICIAL~~

4. As the jurisdictional model for the conduct of investigations differ between Joint Military Police Unit (JMPU) MPs and Service MPs, retaining a visual distinction between JMPU and Navy MPs is also important. Highlighting the distinction between JMPU personnel and NPC respective command and control through visual badging is also highly significant, particularly in joint operations.

5. The Technical Control (TECHON) authority for the professional conduct of all MPs irrespective of Service, is the Provost Marshal of the Australian Defence Force (PM ADF). The PM ADF has been consulted through the development of this proposal and is fully supportive.

Background

6. The NP Badge combined with the Defence Common Access Card identifies the holder as a police member under the DFDA and is issued upon graduation as a qualified police member from the Defence Force School of Policing. Initially worn on the left breast pocket in both summer and winter uniform until Aug 1993, when it was re-categorised by Flag Officer Naval Support Command as a badge of authority and not a category badge. It was, and still is to be carried and readily displayed whenever required by NPCs conducting policing duties. NPC workgroup members are also issued the MP Badge and a MP identity card for use throughout their career as a police member.

7. Navy, Army and RAAF graduates of military police basic courses are issued a Military Police badge (MP badge) which is different to the proposed NP badge. The MP badge is carried by military police members and is not designed to be worn on uniforms. All Service MPs within JMPU are readily indefinable as MP in MMPU (or their Service equivalents) by the 'MP' patch on the right arm.

8. Of note, Army MPs operate from 1 MP Battalion and have a designated Army MP Lanyard, Corp Badge and Flash to identify themselves as MPs. There are no RAAF MPs within Air Force as all positions were handed to JMPU where they wear the JMPU MP badge for identification.

Additional Benefits

9. *Other Government Agencies (OGA) and Defence Aid to the Civilian Community (DACC)* - The Naval Police Badge (NP Badge) and the Military Police Badge (MP Badge), leverages the broader societal norms regarding the identification of law enforcement personnel, as a symbol of authority and recognition of that authority¹. Badges for police and law enforcement officers are almost universally recognised². This recognition between MPs as formal command liaison elements with other government agencies such as State and Federal Police and State Emergency Services (SES) is particularly pertinent noting the increase in Defence Aid to the Civilian Community (DACC) activities in recent years.

10. *Professionalisation of the Workforce* - The reinvigoration and professionalisation of the NPC workforce through the Navy Mastery Framework is well underway. As well as re-posturing the workforce to become security specialists, the requirement to primarily be MP

¹ Bigelow, J, "The Power of a Badge", Security Exhibition and Conference, 22 Apr 14, <https://securityexpo.com.au/industry-news/power-badge/>, accessed 26 Jul 22.

² Baniak, P, "Badge is Now Sign of Order And of Outlaw", Chicago Tribune, 09 Aug 95, http://articles.chicagotribune.com/1995-08-09/news/9508090300_1_badge-vh-blackinton-police-supply-store accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

has not diminished and this effort also serves to better prepare NPC for duties within JMPU as an integral part of their career continuum. Establishing the NPC cohort within Navy as a professional MP presence, organically sustainable and deployable is a key enabler in establishing an esprit de corps across all NPCs.

11. *Disciplinary Effects* - Research has shown that policing accruelements positively affect observer's opinions on the members wearing the accruelements and also influences the behaviour of the observer towards compliance with regulations³. There are also studies to suggest that 'enclothed cognition' or that, in wearing items associated with police, influences the thinking of the individuals wearing the items, to be more consistent with that of the identity and practices of police. This reinforces and aligns with the MP code of conduct, Defence values and the requirement for a suitably empowered authority to demand level of disciplinary conduct across the Navy and the Joint Force.

12. *Reduce Confusion* - The recent establishment of the Maritime Spiritual Wellbeing Officers (MSWO) has generated mild confusion in regard to NPC identification. The MSWO insignia, and that of the Naval Chaplaincy Branch (NCB) Buddhist is so similar in design to the helm on the current NPC badge. Anecdotal evidence from MSWOs has revealed a number of occasions where serving members have approached the MSWO mistaking them for a NPC. This further reinforces the requirement for the NPC workgroup to be more readily identified within Navy and the Joint Force as police members.

Proposal

13. Navy Uniforms were instrumental in developing this proposal and in designing the new badge and patch. The proposed revised NP badges consist of a revised lightweight metal badge modelled on the existing badge and a cloth badge that will satisfy the mandatory identification requirements when the wearing service dress or MMPU. The revised badges were also designed with comfort in mind for female NPC.

14. The proposed NP badge is shown at Figure 1, Annex A. The NP badge would be worn on the left breast above the medal ribbon as shown by Figure 3, Annex A albeit slight smaller in size and considerably lighter. The proposed NP patch is shown at Figure 2, Annex A. The NP patch would be sewn onto MMPU on the left breast.

15. The badge will be retrospectively issued and able to be worn by NPC Officers and Sailors who have achieved the Military Police Basic Course or the Navy Military Police Officers Basic Course respectively or higher and are currently employed under SERCAT 3, 5, 6, or 7.

16. NPCs serving within the JMPU will continue to wear the joint 'MP' badge as their formal identification and revert to the NP badge when they return under a Navy command.

Resources

17. Consultation with Navy Uniform indicate costs are approximately \$5000 for initial implementation and \$1000 per annum sustainment. If approved, finance will be sought from existing funding lines.

³ Richard R. Johnson, 'An Examination of Police Department Uniform Colour and Police-Citizen Aggression', *Criminal Justice and Behaviour*, Vol 40, Issue 2, pp. 228 – 244, First Published October 22, 2012, <https://doi.org/10.1177/0093854812456644>, accessed 26 Jul 22.

~~OFFICIAL~~

~~OFFICIAL~~

Consultation

18. The PM-ADF, Navy Uniforms and a considerable proportion of the NPC workforce were consulted in the development of this proposal. The NPC community were consulted during community forums conducted throughout Australia by DPS-N. Despite minor pockets of resistance, there was overwhelming support for the badge from the wider NPC community.

Annex:

A. Proposed NP badge and patch designs.

Approved by:	
<div>s47E(d)</div>	
DPS-N	
Sep 23	
Contact Officer: <div>s47E(d)</div>	Phone: <div>s47E(d)</div>
Cleared by: Recommended.	
<div>s47E(d)</div>	
A/COS NHQ	
Sep 23	
A/DCN Comments:	
<div>s47E(d)</div>	Thanks for the brief. While I am happy to endorse the design, I wish to get more fidelity on the community response to this proposal before I formally endorse it. Pls discuss.
A/DCN	<div>1/12 - Email from DPS-N on 30 Nov 23 provided the required OQE to answer my RFI above. Badge is APPROVED</div>
Sep 23	

~~OFFICIAL~~

~~OFFICIAL~~

ANNEX A to
BS38559955
Dated 31 Aug 23

NP Badge and Patch Design



Fig 1 – Proposed Naval Police Badge Fig 2 – Proposed MMPU Patch Design

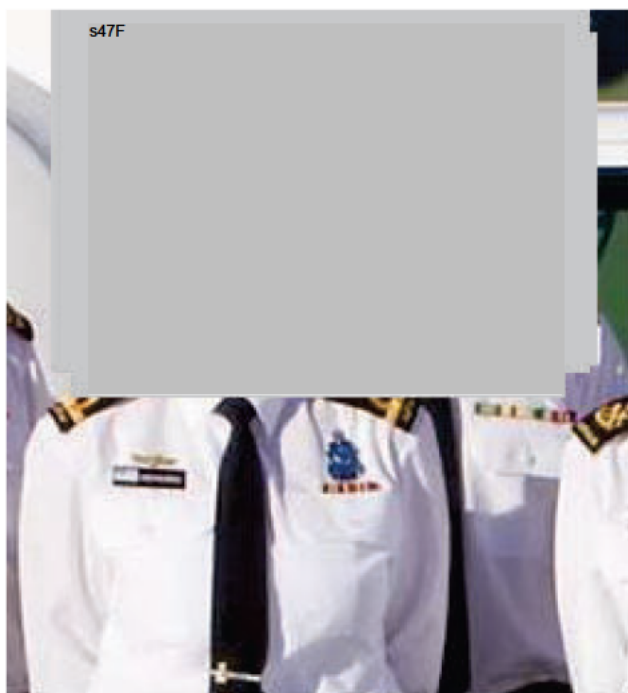


Figure: 3 – Proposed Wearing of NP Badge

(NPCO and NPC wearing the NP badge at HMAS *Albatross*, circa 2011)

~~OFFICIAL~~

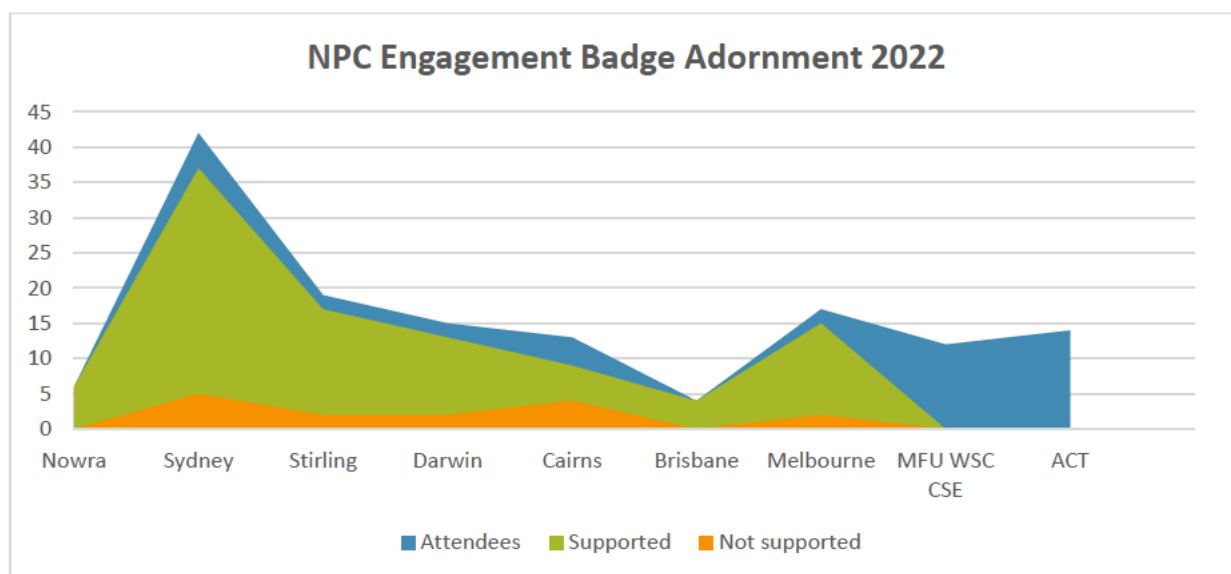
WORKGROUP IDENTITY DISCUSSION

Survey Conduct

1. An NPC workgroup community engagement program was conducted from 15 May till 14 August 23. This built upon the successful NPC Community engagement program and regular online forums conducted in 2022. The engagement program included all available NPC Officers and Sailors and prospective NPCOs were also invited to participate. During the engagement presentation the proposed amendment to the uniform accoutrements worn by the NPC workgroup that included the wearing of the NPC Police Badge and Patch were addressed.
2. The Proposal that included the wearing of the newly designed generic Naval Police Badge and Patch were put to the personnel attending and an open discussions took place in a forum based approached.

Survey Result

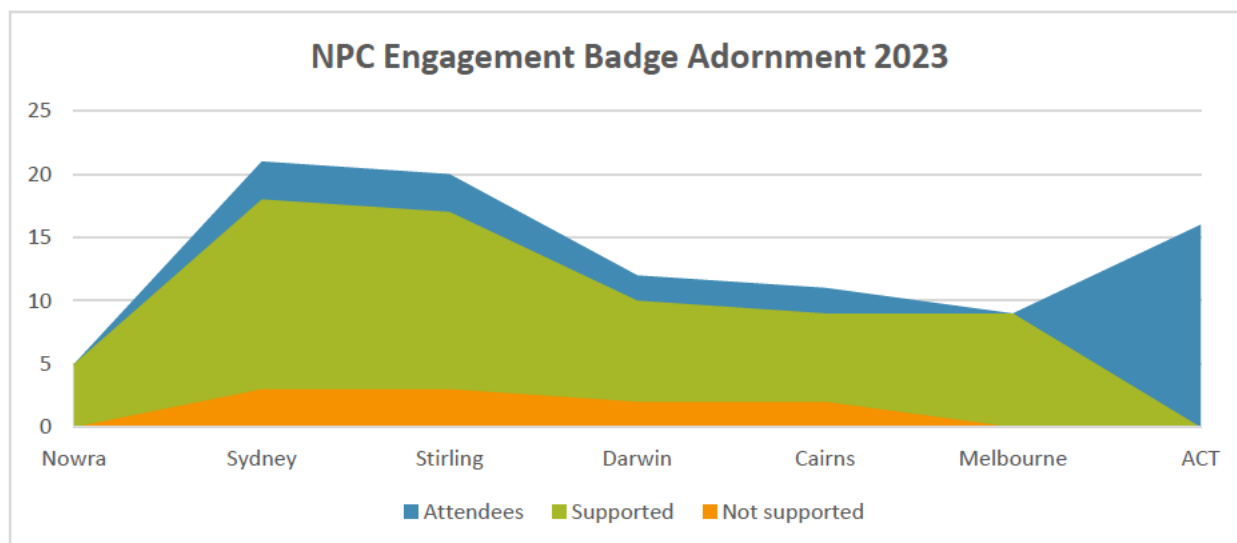
3. The overwhelming support of the proposal was received throughout the engagement program citing a greater recognition of NPC's as Police members was required especially when operating with strategic partners and would boost the sense of esprit d' corps, for the workgroup. However, it was noted that there was a small minority of personnel who did not support the proposal. The main tacit of those not supporting the proposal centred around that the proposed amendment was not required, or that it would be an obstacle to personnel engaging with NPC's if the badge was worn readily identifying the member as an NPC police member.
4. In order to represent the overall consensus of responses during these face to face engagements, the graphs below are provided to give an overview of responses, those personnel who did not offer an objection were noted as tacit approval.



Attendees Total: 142

Supported Percentage: 87%

Not Supported Percentage: 13%



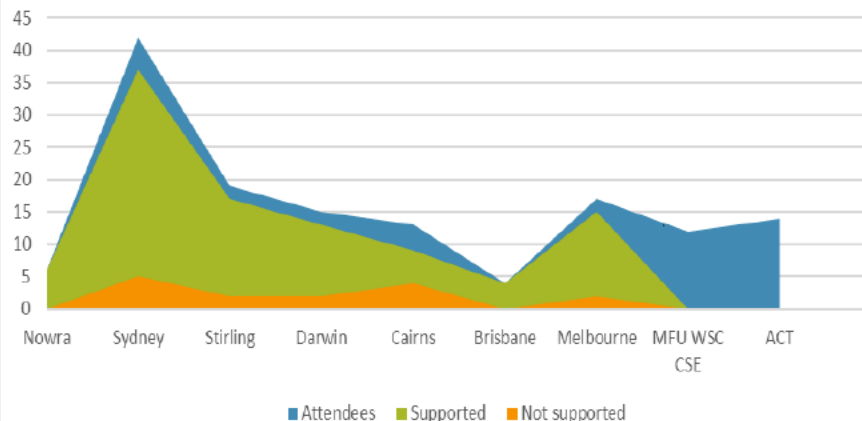
Attendees Total: 78
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Survey Conclusion

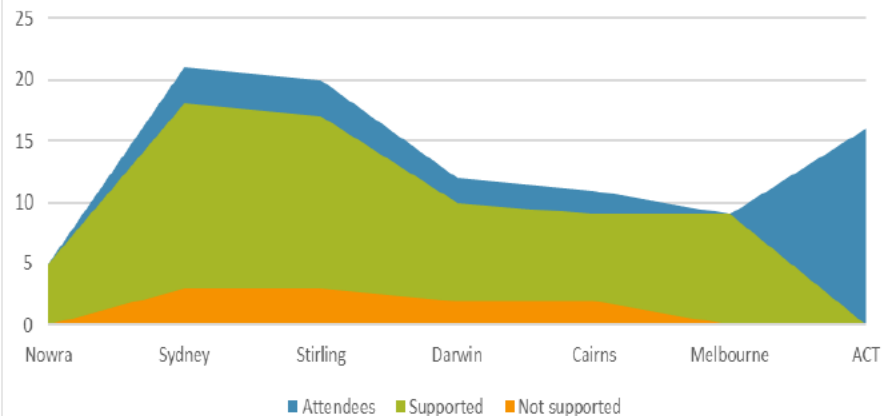
5. In comparing the data, although the attendance fluctuated between the engagements, the trend data remained consistent. It is therefore concluded that the support for progression to the wearing of a visual identification of NPC's as Police members via means of the Naval Police Badge and Patch is supported by the NPC Community.

NPC Workgroup Identity Discussion

NPC Engagement Badge Adornment 2022



NPC Engagement Badge Adornment 2023



- Overwhelming support for Badge Adornment proposal from community citing a greater recognition of NPC's as police members was required especially when operating with strategic partners and would boost the sense of esprit d' corps, for the workgroup.
- Junior rates and younger NCO's most fervent supporter base. Almost all NPCO's supported proposal.
- A small minority of personnel who did not support the proposal, citing not required, or that it would be an obstacle to personnel engaging with NPC's if the badge was worn readily identifying the member as an NPC police member.
- Most dissent came from the more longer serving SNCO's and NPCOs.
- Survey concluded that trend data remained consistent in support of the proposal across the engagement program.

NAVY VALUES

HONOUR HONESTY COURAGE INTEGRITY LOYALTY

s47E(d)

Subject: NPC Visible Identification Project
Start Date: Friday, 22 July 2022
Due Date: Friday, 11 August 2023
Priority: High
Custom Priority: High

Status: In Progress
Custom Status: In Progress
Percent Complete: 90%

Total Work: 0 hours
Actual Work: 0 hours

Owner:

s47E(d)

DB and User requirement for establishing NP Badge as acrourement to service dress and introduction of soft patch to MMPU.

engagement with Navy Uniforms s47E(d) has been encouraging with Navy Uniforms scoping costing and production requirements for proposed badge and soft patch. Awaiting this to allow DB and proposal to be forwarded via director to DCN for approval.

Awaiting Sample badges from Navy uniforms and final pricing. Once received DB for DCN and user requirements form can be forwarded. DCN pre briefed on this request.

Samples received, NPC engagement confirmed fervor of community to establish this recognition. DB Completed awaiting funding options before submission to Director.



1832613793.docx

Draft DB with DDSN for consideration and approval