



FIRE SERVICES  
COMMISSIONER  
VICTORIA

# Tabard Review : Summary Report

Review of Use and Application of Tabards  
within the Emergency Management Sector

**Version 2.0**

December 2013

LEADERSHIP  
INTEGRATION  
ACCOUNTABILITY

WORKING IN CONJUNCTION WITH



**Version Control**

V0.1 26 November 2012 First Draft

V1.0 27 November 2012 Presented to Service Delivery Group

V2.0 9 December 2013 Final

## Executive Summary

In response to the FSC's investigation into the TriTech fire it was recommended that:

*“The Fire Services Commissioner ensures that there is a single standard for the tabards worn by the IMT on the fireground and in control centres to ensure consistency and aid interoperability”*

A review of tabards used in the emergency management sector was commissioned and, following a series of field consultation sessions, a number of proposals are made relating to the implementation of a standard set of field tabards for emergency services. In order to achieve a common approach and to aid interoperability, role identification in the field needs to be applied consistently by all agencies regardless of what Incident Control System doctrine is used.

The review methodology taken involved a literature review of historical and current post-incident review reports. As a result of preliminary discussions with key personnel in agencies and conduct of the literature review, issues relating to use and application of tabards in the field and within management centres were distilled down to a set of 15 Key Considerations.

Field consultations sessions were conducted over five days in regional Victoria. Consultation sessions were not held in metropolitan regions however the review used agency feedback and advice from AFAC and WorkSafe Victoria along with input from agency representatives.

The following key items were derived from the field consultation sessions:

- General view that tabards and other forms of role identification must be "agency blind".
- People who typically work in a management centre environment typically say "Incident Controller needs to be White" whereas people who typically work in a field environment say "White is impractical" and inclined to favour a Red (as operations) with a White field.
- Near unanimous desire for Field Safety Officers to be readily identified with the pattern adopted by Victoria Police being considered as a suitable and appropriate unique design.
- General desire to limit number of tabards with acceptance agency specific roles required.
- Most sessions expressed clear desire for Police to be better identified in their various roles (be it as Co-ordinator, Controller or in a Command role) especially at complex incidents.
- General view that Utility companies attending an incident scene need better identification and that it is more important to identify the "sector" rather than the individual company.
- General "safety vest" tabards may still be required i.e. lime green without wording.
- Significant desire for a standard to be developed detailing key functional requirements.

A range of conceptual solutions are proposed for achieving a common suite of field tabards:

- Leadership Group vests are proposed to be red with a white role descriptor panel with role descriptor (i.e. Incident Controller) contained in the panel in a contrasting colour.
- A unique colour and pattern is proposed for use by Field Safety Officer tabards.
- Proposals are made on use of Field Tabards for Victoria Police in relation to Incident Controller, Police Commander and a single Emergency Response Co-ordinator tabard. Victoria Police are responsible for determining Victoria Police requirements for these tabards.
- It is proposed that Utility providers who attend an incident ground be required to wear safety tabards that primarily identify the Utility Sector ahead of the service provider.
- It is proposed that municipalities attending an incident ground be required to wear safety tabards that primarily identify the Council and functional role being performed.
- It is proposed that all field-based tabards be agency blind and adopt a common design.

It is important to understand that field-based tabards are intended to form part of a suite of measures to safeguard wearers operating in high-risk environments (such as on or close to traffic) and that Command & Control tabards should be used with other control measures.

Introduction of 40km/hr speed limits for traffic passing emergency vehicles is strongly recommended as a further method of safeguarding people operating on or close to traffic.

## Problem

“All fire management personnel must be aware of and understand the need for standard and consistent procedures to apply to each facet of fire management...”

*Key Issues Identified from Operational Reviews of Major Fires in Victoria 2006/07*

In recent history, the issue of commonality of tabards across the emergency management sector has arisen in various operational reviews and investigations into major events. Reports dating back as far as the Coronial Inquest into the Linton fire in December 1998 have indicated a need for a clear understanding of incident management roles in the field as well as within control centre environments. A literature review of documents starting with the Linton inquest report identified a theme around a *lack of role identification* and a *need to ensure Incident Control System principles are applied in a consistent manner*.

In order to achieve a common approach and to aid interoperability, role identification in the field needs to be applied consistently by all agencies regardless of what ICS doctrine is used.

The need for consistent application of tabards was highlighted at the TriTech Lubricants fire.

At the request of the Fire Services Commissioner (FSC) and in support of the fire reform programme (focused on improving interoperability, resilience, capability and capacity of Victoria’s fire services and the services they deliver to the community), the Office of the Emergency Services Commissioner reviewed events during the fire fight at the TriTech fire.

The review team noted that the tabards worn on the fireground to identify the *Incident Controller* did not comply with Australian Interagency Incident Management System (AIIMS) and the Emergency Management Manual Victoria (EMMV) which specify that a white tabard is to be worn by an Incident Controller. The Incident Controller tabards worn on the fireground at TriTech were either red or lime green depending on the age and style of tabard being worn by an individual. The lime green tabards currently used by CFA are reported to lack visibility when worn with the light-coloured Nomex protective clothing.

In response to the FSC’s investigation into the TriTech fire it was recommended that:

*“The Fire Services Commissioner ensures that there is a single standard for the tabards worn by the IMT on the fireground and in control centres to ensure consistency and aid interoperability”*

## Project Plan

The initial project plan was presented to and endorsed by the State Control Group on 23 July 2012. An implementation plan was subsequently developed to scope the project.

## Project Objectives

The following objectives were developed and agreed by the Fire Services Commissioner:

- Undertake a literature search on issues concerning use and style of tabards.
- Identify key considerations relating to use of tabards across the emergency management sector.
- Investigate current standards and application of tabards within emergency management.
- Identify and map areas of inconsistency between agencies in the use of tabards.
- Identify potential areas for improvement in a uniform application of tabards.
- Make recommendations on preferred tabard styles for both field and control centre use.
- Make recommendations, if necessary, on improvements to current tabard colours and role identifications for both field operations and control centres to achieve consistency.

## Methodology

The methodology taken (as outlined in the Phase 1 Report) involved a literature review of historical and current post-incident review reports. These were surveyed in order to identify themes relating to tabards. Typically, the word *tabard* would not appear, however themes relating to *role clarity* or *role identification* or similar references could be identified. A review of on-line video was also undertaken to identify examples of issues identified in the readings.

As a result of preliminary discussions with key personnel in a number of agencies and conduct of the Literature Review, a number of issues relating to use and application of tabards in the field and management centres were distilled down to 15 Key Considerations.

In line with outcomes of the initial agency workshop, a series of field consultation sessions were scheduled across regional Victoria over a five-day period between 24 September and 28 September 2012. A total of 106 individuals participated in the consultation forums representing 11 separate agencies including Volunteer Coast Guard and local councils.

*Note: Management centre is a generic reference to a fixed location managing an incident.*

## Summary of field consultation feedback

The following key items were derived from the field consultation sessions:

- General view that tabards and other forms of role identification must be "agency blind".
- People who typically work in a management centre environment typically say "Incident Controller needs to be White" whereas people who typically work in a field environment say "White is impractical" and inclined to favour a Red (as operations) with a White field.
- Agency Commander tabards required for field based management teams with discussion around need to identify the agency on the actual tabard or rely on underlying work gear.
- With a clear qualification of "without getting into issues relating to reporting lines between Safety Officers and Incident Controllers" each session asked if a need existed to clearly identify a Safety Officer; near unanimous desire for Safety Officer to be readily identified.
- Safety Officer vest adopted by Police presented with question "does anybody have an adverse reaction to pattern for identifying a Safety Officer" after which it was explained that Police had adopted the pattern. No real objections raised at any sessions with many indicating that it was very suitable and would clearly identify those in the role of Safety.
- Near unanimous agreement that AIMS colour schemes to be adopted in the field for role identification; in a few cases, colour by agency was advocated but tended to be countered by other participants in the field consultation session.
- In line with "agency blind" concept, acceptance that retro-reflective stripping should not be colour coded with agency (i.e. no blue, red, green, or orange checker patterns).
- Issue of contrasting colour for role descriptor and use of retro-reflective lettering left open.
- General desire to limit number of tabards with acceptance agency specific roles required.
- Agreement that tabards (including agency-specific) need to follow a standard layout.
- Most sessions expressed clear desire for Police to be better identified in their various roles (be it as Co-ordinator, Controller or in a Command role) especially at complex incidents. Victoria Police are responsible for considering their tabard requirements.
- Liaison roles should be identified in a management centre – regardless of how that is achieved – with words being seen to be more important than a specific colour.
- General view that Utility companies attending an incident scene need better identification and that it is more important to identify the "sector" rather than the individual company providing the service.
- Provision of "safety vest" tabards may still be required i.e. lime green without wording.
- Significant desire for a standard to be developed detailing key functional requirements such as microphone holder, name tag holder, pockets, etc.

## Conceptual Solutions / Concepts & Principles

### Leadership Group Tabard Panels



Significant consultation was held on the appropriate colour for the Control Team for field incident management teams. After consideration of the field consultation sessions and with input from senior leaders, it was resolved the Leadership Group tabards be red with a white panel with contrasting lettering.

This solution will allow the MFB multi-task tabard to be adapted by providing a white field for Incident Controller, MFB Commander, and MFB Liaison panels with other panels remaining red. Future iterations of the MFB red field tabards must remove the MFB initials except where the initials form part of the role descriptor (MFB Commander / MFB Liaison) within the panel. A number of CFA locations have previously trialled an Incident Controller tabard with a fixed white panel on red background but incorporating a fixed panel instead of a removable panel.

The Leadership Group Tabards are red in line with their close association with Operations and should not be seen to be a reflection of any association with fire agencies; these tabards are to be worn by all agencies regardless of the nature of the incident on the basis of *All-Hazards*.

### Field Safety Officer



In each of the regional consultation sessions, a clear indication was given by participants that a unique and recognisable tabard was required for those undertaking the role of a Safety Officer in the field; this was in an *All-Hazards* context and not simply about bushfire or other fires. In a number of environments, various agencies already require that a Safety Officer be appointed but a single tabard pattern has not been developed.

The proposed safety pattern is based on the design already adopted under ICCS and gained wide (if not universal) acceptance by those who participated in field consultation sessions or provided advice to the project officer at other times during development of conceptual solutions.

It is proposed that the Field Safety Officer tabard comprise a background of alternating yellow and red stripes rising right to left (based on AS4001) with a yellow band the entire width of the tabard and single word "SAFETY" in red. EMMV Part 3 describes a yellow with black scheme for the Safety function; however, a yellow and red colour scheme is proposed on the basis that it is more consistent with other contemporary safety identification schemes.

This yellow-red pattern has the support of all agencies involved in the initial agency workshop.

### Police Control and Command



Concern was expressed during the field consultation regarding the inability of response agency personnel to identify which person is in charge of an incident when Victoria Police are the control agency. Similar concerns were expressed in relation to identifying the person exercising the role of Police Commander when Victoria Police is a support agency. Transfer of control with arrival of senior members has caused concern at escalating incidents; this highlights the need for police to wear function based role tabards. Victoria Police determine tabard requirements to meet their needs.

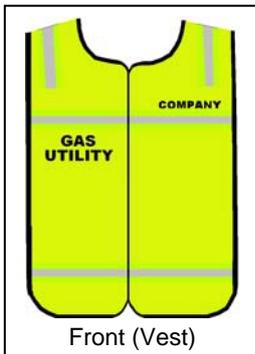
### Emergency Response Co-ordinator



Concern was expressed during field consultation on the inability of response agencies to identify which Police Officer was acting as the Emergency Response Coordinator (ERC) in the field. It is proposed that a single ERC tabard be used in the field regardless of the level of coordination being exercised (MERC, RERC, etc); in essence, the level of Coordination being exercised is not important to combatants.

Consistent with EMMV Part 3 and ICCS training protocols, a separate individual should exercise the role of Coordinator in the field to the police officers who are undertaking an Incident Controller role or commanding Police resources at the incident. The single ERC tabard would be grey to align with ICCS Victoria.

### Utility Service Provider Liaison



Front (Vest)



Rear (Tabard)

At various field consultation sessions, the issue of identification of Utility Service providers was raised. There is a clear desire for all Utility Providers (Electricity, Power, Gas and similar infrastructure) to be readily identified when attending an incident scene in support of the response or recovery efforts.

Regardless of the role a Utility Service provider representative is performing, it is proposed that they wear a bib or vest style tabard that compliant with safety standards while on the incident ground. The colour must not conflict with ICS functional tabards.

On the basis that the OESC practice note on *Operation of a Municipal Emergency Coordination Centre* indicates green for liaison at ICC's and EOC's and AS1906.4 Table 2.1 states yellow-green is a compliant colour, it is proposed that all Utility Service field tabards be yellow-green.

### Municipal Liaison



The need to identify representatives from local government was raised in a number of forums. It is proposed that Council's adopt standard field liaison tabards that indicate that the person as a municipal representative and the individual's key responsibility.

Tabards worn in the field should have the word "Council" prominently displayed above the role descriptor indicating the functional role. Individual Council logos should be allowed but less prominently.

The colour for Municipal Liaison tabards would be yellow-green to reflect MECC tabard colours.

### AIMS-ICS Functional Colours in the Field

The colours for field based functional tabards are to be restricted to the standard colours of yellow (planning), red (operations), brown (information), orange (intelligence), blue (logistics) and purple (investigation). These colours align to ICCS and proposed changes to AIMS-ICS.

### Agency Blind

A clear desire was expressed by most participants during the field consultations to make all tabards in the emergency management sector "agency blind". With the exception of the Agency Commander role descriptor (CFA Commander, DSE Commander, etc) and Agency Liaison role descriptor (CFA Liaison Officer, MFB Liaison Officer, etc) all tabards are to exclude agency names (including agency initials) or coloured chequered strips on the tabard.

## Other matters

The detailed Phase 2 report deals with a range of other issues in support of these concepts:

- Mobile Control Unit tabards
- Local Command Facility tabards
- Area of Operations
- Management Centre tabards
- Vehicle identification
- Application of Brassards
- Limitation on quantum of tabards
- Heat related considerations
- Liaison roles in management centres
- Use and Application of Tabards in Municipal Emergency Coordination Centres
- Specific role tabards
- Use of word “Control” in subordinate Role Descriptors

## Based Tabard Design and Functional Specification Requirement

The detailed Phase 2 Report provides a basic design for field-based tabards. It is proposed that a functional specification be developed so a consistent procurement strategy can be developed.

A number of simple improvements to the current tabards in use by agencies are envisaged:

**Name Tags:** Field tabards are to be provided with a clear plastic pocket large enough to insert a uniform nametag or ID card.

**Fasteners:** Bib style tabards that utilise Velcro fastening are criticized for coming loose and “flapping in the breeze” during operations. A preference would be for a positive locking device to be incorporated (such as a side release buckle) with an adjustable fastening strap.

**Pen Holder:** A pen holder to be incorporated into tabards for at least two pens.

**Microphone Holder:** To facilitate use of portable radios while wearing tabards, a detachable strap should be located on the upper left side of tabards as a microphone attachment.

**Radio Placement:** It is not envisaged that tabards incorporate a fixture for portable radios; this is a requirement of the underlying work gear.

Subject to adoption, by the State Emergency Response Planning Committee and agencies, of the *Concepts & Principles* proposed it would be anticipated that a single *standard functional tabard specification* to be developed for adoption by all emergency response agencies.

## Operational Considerations

A number of items potentially outside the project scope were raised in multiple forums and have been briefly addressed in the Phase 2 Report:

**Building a culture of tabard use:** The need for people to promote the use of tabards to subordinates was raised in several of the field consultation sessions.

**Transfer of Control:** Issues were raised regarding “transfer of control” and the role that tabards can play in a more formal handover; especially in escalating incidents.

**Senior personnel not involved in management of incident:** In parallel with issues raised around “transfer of control”, issues were raised by a range of people regarding issues that arise with regard to “senior officers” attending an incident. Two key concerns seem prevalent: (1) Requirements demanding a more senior officer assume command and (2) Senior staff attending but not formally participating in the incident management structure. Concerns were raised routinely by senior personnel and subordinates.

## Safety Considerations

Where incident risk assessments identify a need for high visibility clothing the onus rests with the agency to ensure that suitable clothing is worn or other safe work measures are put in place. Incident Managers are responsible to establish systems and procedures for the safety of all people working at an incident and to monitor and review safety including issues of public safety.

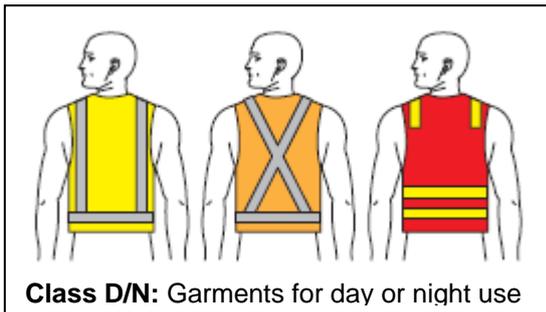
### Management of safety at incident-grounds

Field tabards are intended to be worn in controlled environments where a risk assessment (albeit a mental appreciation of the surrounds) has been undertaken and suitable safe work measures put in place to isolate personnel from identified risks. Where people are at risk of being impacted by road or rail traffic, being caught in the path of plant, or not being seen by others against complex visual backgrounds AS4602 compliant safety tabards should be worn.

### Ability to achieve compliance to AS4602

To the fullest extent possible field tabards should be compliant with the design intent of AS4602.

AS4602 deals with garments intended to be worn by “workers in road and rail traffic situations” so they can be seen “in field situations by the operators of vehicles approaching them at speed, in time for any necessary safety action to be taken [by the vehicle operator]”. The Standard is recommended for workers “in all industrial situations of similar risk” where there is a need for workers “to be seen at distance... in conditions of poor visibility or where they may appear suddenly in the path of a vehicle or item of moving plant”. Risks imposed to combatants when *Working in High Risk Situations* is a matter for all agencies to contend with.



AS4602 specifies that Class D/N garments be manufactured with material complying with the daytime visibility requirements of that standard combined with retro-reflective strips. The extent of retro-reflective strips on field tabards should be based on the requirements of AS4602 Figure 2(c).

The colours for garments are determined by reference to AS1906 Class F or Class NF. AS1906 colours are incompatible with most ICS colours.

### Working in High Risk Situations

Regardless of the nature of an incident, it is reasonable to expect that people who respond to deal with an emergency will be exposed to a level of risk and each agency must provide their personnel with training matching the types of risk environment they are likely to be exposed to.

As a fundamental requirement, it is intended that all field tabards used in the emergency management sector be compliant (as far as possible) with relevant safety standards for both day and night time operations. Where an agency’s basic work wear is designed to be compliant with a safety standard, use of a tabard should not adversely affect that compliance.

Discussions with WorkSafe indicate that suitable control measures must be put in place to remove a person from the risk of impact from a vehicle or other injury when working in traffic. In particular, the WorkSafe Guidance Note on *High-visibility clothing near traffic* is relevant to all emergency services workers and others dealing with an emergency in a high risk situation.

A key objective of any Incident Controller in the field must be to make the workplace safe for those dealing with an emergency event as best can be achieved in the individual circumstances. The primary consideration should be to isolate the incident from the public and instigate a safe environment for those dealing with the incident. In terms of working on or close to traffic this will involve full or partial road closure and measures such as placing vehicles in “fend off” positions.

Controlling traffic speed on any roads impacting an emergency incident needs to be considered.

### **40km/hr speed limits when passing emergency vehicles**

A further enhancement – on the principle of shared responsibility – to the safety of emergency services workers when on or near traffic would be adoption laws similar to Section 83 of the South Australian Road Traffic Act 1961; which states:

*A person must, while passing an emergency vehicle that has stopped on a road and is displaying a flashing blue or red light (whether or not it is also displaying other lights):*

- (a) drive at a speed no greater than 40 kilometres per hour; or*
- (b) if a lesser speed is required in the circumstances to avoid endangering any person — drive at that lesser speed*

Adoption of such legislation will greatly complement the use of field tabards on or close to traffic.

The detailed Phase 2 report also addresses the following matters:

- Ability to achieve compliance to AS4602
- Working in High Risk Situations
- 40km/hr speed limits when passing emergency vehicles
- Colour scheme for Safety function
- Standard safety tabards
- Untrained personnel in the field
- Organisational training

### **Tabard Style**

The project objectives included a need to “*make recommendations on preferred tabard styles for both field and control centre use*” however, this has not been done at this time.

Bib style tabards are preferred by many due to issues relating to heat retention.

Vest style tabards are generally preferred in fixed management centres.

Overall, tabard styles are best addressed by manufacturers subject to compliance with a single *standard functional tabard specification* reflecting the *Concepts & Principles* proposed. A trial of different styles (and materials) should be considered as a “next step”.

### **Implementation**

The importance of a managed implementation was raised in most of the field consultation forums with various comparisons made to ineffective “self-managed” or “uncontrolled” introduction of new equipment within agencies. Conversely, the recent Radio Replacement Programme undertaken by CFA was cited as an example of an effective methodology for introduction of new equipment and, most importantly, withdrawal of the defunct equipment.

Consideration may need to be given to modification of existing tabards that do not accord with the *Concepts & Principles* proposed and time lines for retirement of those tabards.

### **Impacts**

The following key issues have been raised at various times during consultation:

- Safety: As stated throughout this report, the issue of safety is paramount in the proper resolution of emergencies and the impact on safety of the proposed field tabards has been discussed above in detail.
- Interoperability: Adoption of a standard suite of field tabards will greatly enhance interoperability in that agencies will have access to similar (if not, identical) tabards across the emergency management sector.

Culture:	There is potential that existing cultures in individual agencies may resist change. Chief's need to promote the use of field tabards. Overwhelmingly, the majority of field consultations participants welcomed the concept of a single suite of agency-blind tabards however there is a risk this may not be a universal view.
Command and Control:	Use of field tabards will greatly improve identification of personnel in Field Incident Management roles and ensure better role clarity.
Funding:	Individual tabards costs have not been addressed however there is potential that costs should be driven down by volume procurement. A dedicated rollout has been advocated which would require project funding and, potentially, a dedicated procurement strategy.
Training & Exercising:	There is potential that individual agencies will need to amend training materials to reflect the proposed suite of field tabards but this is an action that can be undertaken progressively. The use and application of agency-blind universal field tabards should be embedded in all aspects of training and exercising in all agencies.

## Conceptual Tabard Tabulations

A summary of concept tabard as proposed is attached which deals with three discrete groupings: Leadership Group, Functional Management Group and Coordination & Liaison Group. The Leadership Group is distinguished by the use of a red tabard with white panel along with the new proposed Safety Officer's tabard. The Functional Management Group is distinguished by adoption of AIIMS/ICCS colours for all field-based tabards regardless of role.

The Coordination & Liaison Group is distinguished by the use of grey as the base colour for the ERC and yellow-green for field EMLO tabards as AS4602 compliant tabards for those personnel required to enter an uncontrolled (workplace) location on the incident ground.

The second tabulation is a set of potential incident-type specific tabards. This area will require further work to define the full range of "approved" role-specific tabards and eventual development of a set of Victorian tabard schedules similar to those given at Appendix G.

It is envisaged that schedules similar to the Queensland or New South Wales tabard schedules (see detailed report) be developed. Participants in the field consultations indicated that such schedules would be useful in educating field operatives on the benefits of tabards.

## Next Steps

### Implementation Phase

In order to progress any change to the current use of tabards for field related incident management, the following key actions are envisaged:

- Endorsement by State Emergency Response Planning Committee of the *Concepts & Principles* and the overall intent of a single suite of Field Incident Management tabards.
- Modification to EMMV Part 3 to reflect *Concepts & Principles* proposed in this report.
- Commitment by agencies to adopt the *Concepts & Solutions* and the overall intent of a single suite of Field Incident Management tabards and time lines for implementation.
- Development of a standard functional specification (as further development of the base tabard design proposed in this report) to ensure a consistent procurement of tabards.
- Development of a range of tabard styles for field-based tabards and a suitable trial.
- Determination of methodology for roll out of any new tabards on the basis that most consultation sessions advocated for a managed (radio replacement style) change over.
- Consideration of legislation to adopt mandatory 40km/hr speed limits near vehicles that are displaying blue or red flashing lights similar to existing South Australian legislation.

## Phase 2 Detailed Report Appendix D: Field Safety Officer Tabard

In order to ensure a consistent approach in the production of Field Safety Tabards, the following information is provided in addition to the requirements of the tabard base design.



Safety Officer tabards are to have an appearance similar to that depicted in the images to the left but must also comply with the field tabard base design requirements.

Where the tabard is a bib style, the front and rear of the tabard are to be similar (if not identical). Whereas for a vest style, the word "SAFETY" should be contained within a panel on the left side of the vest without interference from any flap or overlap. The rear of a vest style Field Safety Tabard will be the same as for the bib style tabard.

Regardless of the style of tabard, the base material will be yellow in colour and incorporate red 45° diagonal stripes and red text on a yellow background. The method of producing the diagonal stripes on the base material must be permanent and not subject to any wear or delaminating.

It is not intended that the yellow and red be retro-reflective. Compliance with visibility requirements may be achieved by the application of separate taping or other treatments.



The red and yellow colour bands shall be of an equal width of 60mm when measured parallel to the bottom edge. The diagonal strips shall rise left to right in keeping with the pattern of a right side fitting 615B plate defined in AS4001.

The red and yellow colours shall be as defined in AS4001:

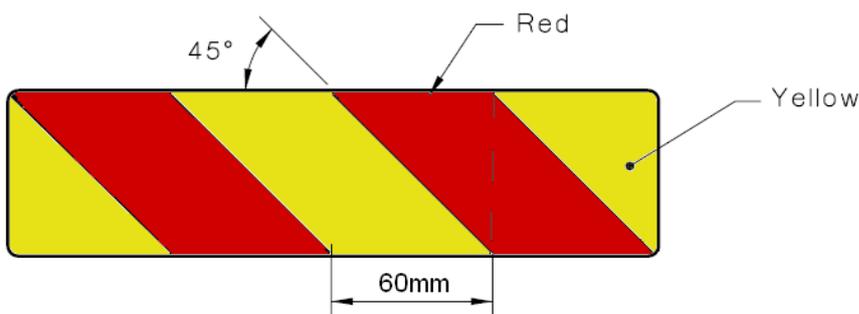
Yellow: AS2700 colour Y15 – Sunflower

Red: AS2700 colour R13 – Signal Red

The base yellow is to contrast with retro-reflective strips.

Additional functionality will be in line with the base design.

It is not intended that specific safety role descriptors be included on a Field Safety Tabards and only the single word "SAFETY" is to be displayed on front and rear sides.

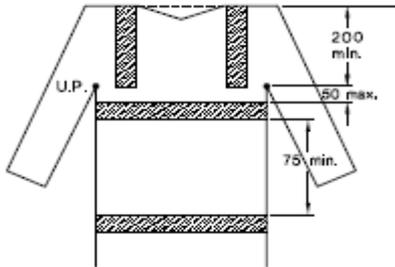


Similar to AS4001 Plate 615B design with reduced strip.

## Phase 2 Detailed Report Appendix E: Base Design for Field Tabards

The intent of the Field Tabard Base Design is to ensure a uniform layout is maintained for all tabards worn in the field regardless of the environment in which the tabard is to be worn.

It is understood that some tabards, due to the base colour of the function, will not comply with AS4602. Those tabards are not to be worn in an uncontrolled environment that would normally require a worker to be compliant with AS4602 Part 1 or other safety standards.

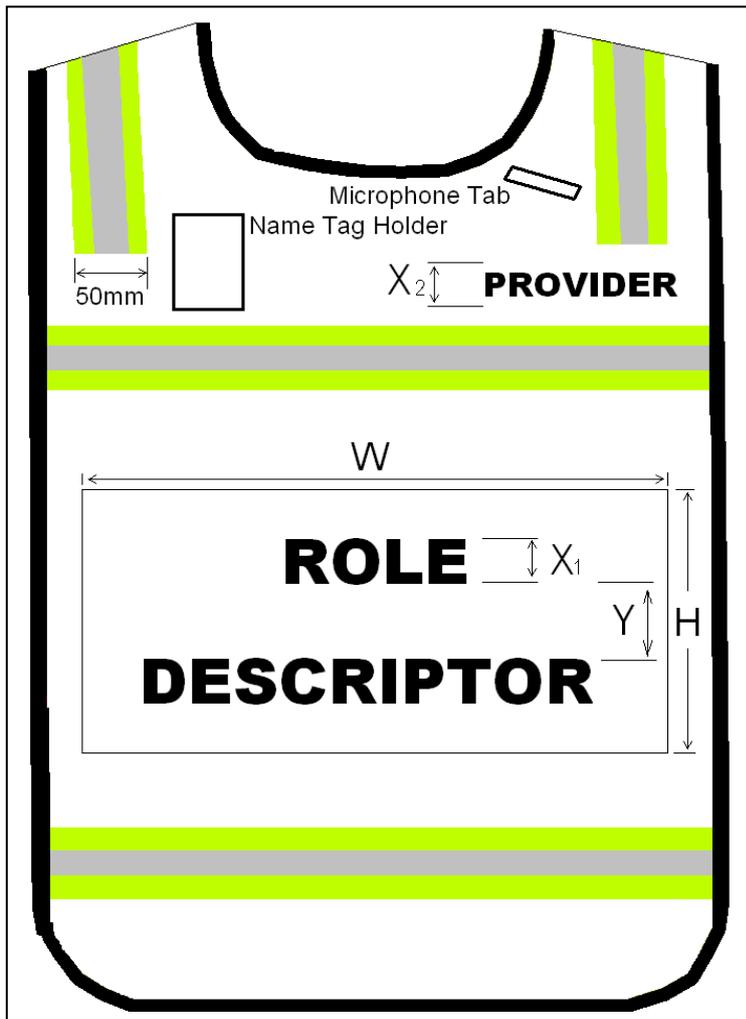


AS4602 Figure 2(c)

The intent is for all field tabards to have retro-reflective strips compliant with the layout of AS4602 Figure 2(c) regardless of the tabard being certifiable to AS4602.

To ensure a consistent appearance, 3M 9587 50mm combined retro-reflective and fluorescent triple trim strips shall be used. Strips are to be placed at the shoulders along with the top and bottom of the torso as detailed in the tabard layout design. It is understood that bib tabards are not continuous all round and the "hoops" (per AS4602) may not be continuous all round.

Chequered patterns are not to be used for retro-reflective strips on the basis that, under AS4602, such patterns are only allowed for authorised persons and they tend to imply an agency by colour; hence would conflict with the requirement for tabards to be agency blind.



The role descriptor panel shall comprise an area of 400mm wide (W) and 300 mm high (H) located equally between the upper and lower 50mm strips.

Field Incident Controller tabard panel areas shall be white and may be outlined in black edging.

Tabards must not incorporate agency identification except for *Agency Liaison Officer* and *Agency Commander* tabards when the agency's name will form part of the descriptor and fall within the defined panel area.

Role descriptors are to be in retro-reflective 60mm high ( $X_1$ ) lettering in two lines no more than 70mm apart (Y) spaced equally in the defined panel area.

Non-agency tabards may include the name of the service provider or organisation located in upper right breast area. Lettering is to be restricted to 40mm high ( $X_2$ ).

The connection between front and rear sides is to comprise a positive fixing system (such as clip lock joiners) with adjustable

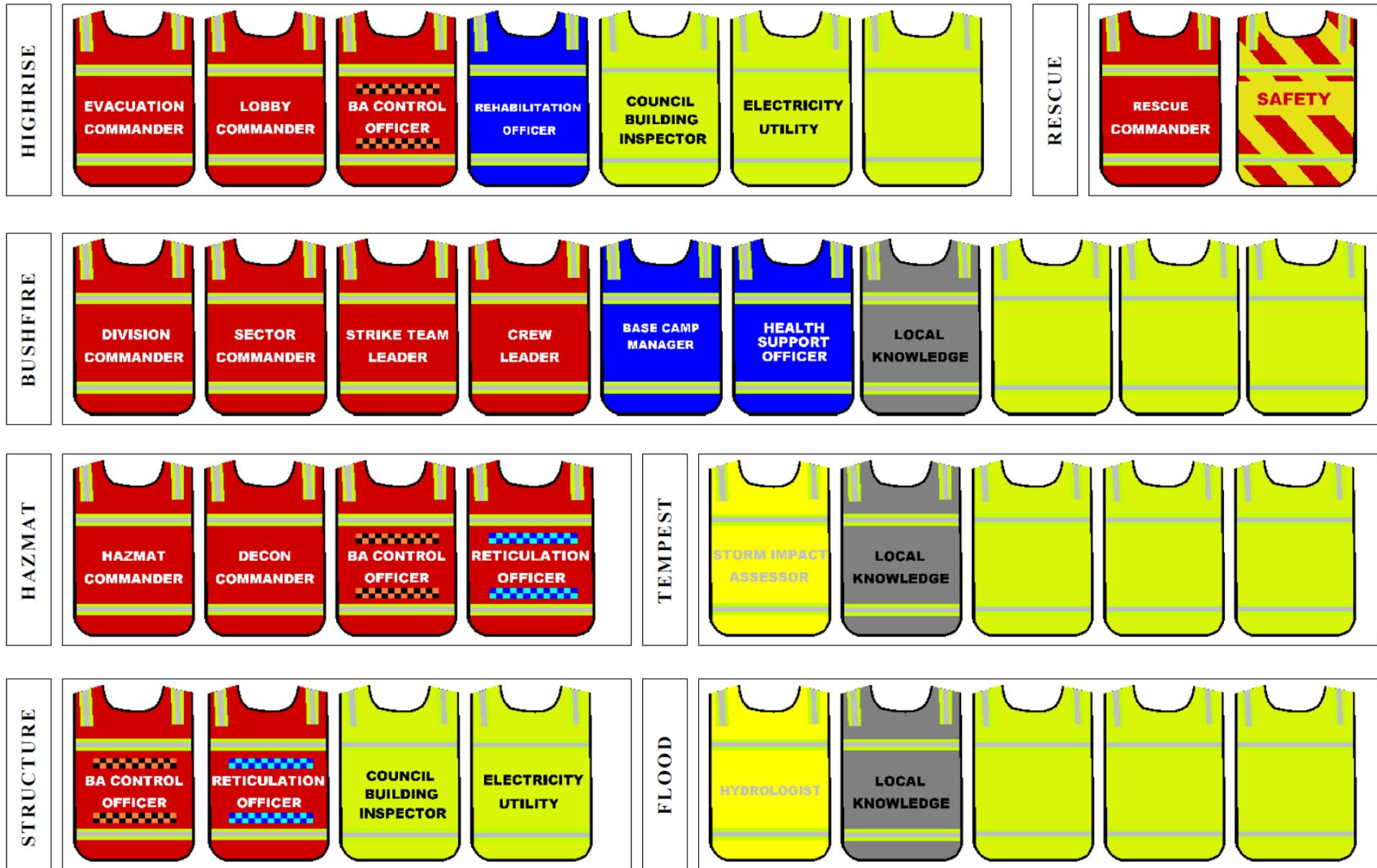
straps to enable variable sizing. Agency tabards are to incorporate nametag holders and microphone tabs. Inclusion of pockets and penholders is an agency-based decision.

Phase 2 Detailed Report Appendix F: Conceptual Tabard Summary

**INCIDENT GROUND ROLE IDENTIFICATION TABARDS**

LEADERSHIP GROUP	INCIDENT FUNCTIONAL MANAGEMENT GROUP (Roles other than Functional Officer are provided as examples and are not a definitive list)						CO-ORDINATION & LIAISON (Other roles to follow Standard)

## INCIDENT GROUND ROLE IDENTIFICATION TABARDS





FIRE SERVICES  
COMMISSIONER  
VICTORIA

LEADERSHIP  
INTEGRATION  
ACCOUNTABILITY

WORKING IN CONJUNCTION WITH

