

COMMUNITY HEALTH UNIFORM POLICY

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Lead Director	Director of Nursing and Patient Safety		

CONTRIBUTION LIST Key individuals involved in developing the document

Name	Designation or Group
Andrew Sinclair	Head of Corporate Business
Membership	Clinical Governance Group
Membership	Executive Team
Membership	Senior Managers Operational Group

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1 INTRODUCTION

- 1.1 This policy sets out the Trust's expectations of all community health staff in relation to the corporate dress code and wearing of uniforms.
- 1.2 The Trust will provide personal uniforms to staff for purposes of identification (see appendices) and to promote trust and confidence. When on duty, staff will wear the uniform in accordance with this policy.
- 1.3 Staff allowed to wear mufti in the course of their duties will also comply with the relevant sections of this policy, particularly regarding the wearing of photographic identification badges.
- 1.4 The policy applies to all clinical and front-line staff, including agency workers, bank and students.
- 1.5 This policy reflects best practice and available evidence to suitable dress and uniforms. Recommendations have been made in light of recent advances in legislation i.e. Infection Control, Health and Safety, and the Human Rights Act (1998); on evidence base from developing policy in Uniform and Work Wear (DoH, September 07) and New Measures for tackling Hospital Bugs (A. Johnson DoH).
- 1.6 Consultation by the DoH, with Muslims Imans, including those from the Muslim Council of Britain have confirmed that if dress code is a requirement of the job to prevent microbiological related infection it is permissible to comply with the DoH(2007) Guidance.
- 1.7 The Trust recognises the diversity of cultures, religions and disabilities of its employees and will take a sensitive approach when it affects dress and uniform requirements. However, priority will be given to health and safety, security and infection control considerations. Risk assessments will take place as appropriate.

2. PURPOSE AND SCOPE

- 2.1 This policy applies to all community health staff employed by the Trust, including seconded staff, students, cadets and volunteers.
- 2.2 This policy is developed to provide guidance to all staff as to the appropriateness of clothing whilst on duty.
- 2.3 This policy sets out the expectations of the Trust in relation to uniform and work wear. The policy is necessary for patients, visitors and employees in order to:
 - minimise the risk of cross infection;
 - minimise the risk of injury to patients;
 - comply with Health and Safety regulations;
 - provide a professional image;
 - enhance Trust Security arrangements.

3. EXPLANATIONS OF TERMS USED

PMVA – prevention and management of violence and aggression

PPE – Personal Protective Equipment

Direct Patient Care – Undertaking physical examinations, during practical procedures or at any time when close physical contact is required e.g., restraint situations

4. IMPLEMENTATION OF THE POLICY

- 4.1 Staff are expected to keep their uniform and any accessories in good order. The cost of any uniform accessories provided by staff themselves can be claimed against their personal tax allowances.
- 4.2 Staff are expected to organise the cleaning and laundering of their own uniforms. Uniforms should be subject to a ten-minute wash at sixty degrees Celsius, in accordance with the Department of Health 'Uniforms and Workwear' document dated September 2007. They will therefore be issued with a sufficient number of uniforms to enable them to change their uniform daily and be clean and tidy at all times. Laundry costs can be claimed against personal tax allowances.
- 4.3 Hospital based staff must not wear their uniform away from the hospital site and will change in the accommodation provided for that purpose. Staff may only wear uniform outside the hospital if on Trust business. It is appropriate for any member of staff to challenge those not adhering to the uniform policy. Community based staff may only wear their uniform whilst on Trust business and travelling to and from work. Community staff should not carry out personal shopping or other personal activities while in their uniform (even after their shift has finished) except for food breaks, drinks and the purchasing of fuel. Those staff wishing to carry out personal errands or shopping before or after work must change of their uniform beforehand.
- 4.4 Community based staff, who wear uniforms within their clinical working environment, must adhere to the terms of the General Policy.
- 4.5 Theatre clothing should only be worn in the areas and exceptional circumstances for which it is agreed.
- 4.6 On recommendation from the DOH uniforms are designed to leave the arm bare below the elbows. This is because there is clear evidence that hand hygiene is compromised by clothing that prevents the wrists being included in hand hygiene. There is also evidence that cuffs become heavily contaminated. Where long sleeves are worn to reflect the individuals' religion, for example Islam, then Muslims Imams have confirmed that if dress code is a requirement of the job to prevent microbiological related infection it is permissible for staff to comply with policy. If unsure, managers should seek advice from the Human Resources department.

5 RESPONSIBILITIES AND COMPLIANCE

- 5.1 Employees are individually responsible for their general presentation, appearance and personal hygiene and have a responsibility to consider how their appearance may be perceived by others.
- 5.2 Employees are responsible for following the standards of uniform and appearance laid down in this policy and must understand how this policy relates to their working environment, health and safety, infection control, particular role and duties and contact with others during the course of their employment.
- 5.3 Managers are responsible for ensuring the Policy is adhered to at all times in respect of the employees they manage.
- 5.4 Managers must ensure that all new members of staff are aware of the required standards of this policy during the induction process.
- 5.5 It is the responsibility of all staff to comply with this Policy. Continued failure by an individual to adhere to this policy may be managed under the Primary Care Trust's Disciplinary Policy.
- 5.6 If an employee feels that they are unable to wear all or part of the uniform, for health or for any other reason, the manager must be informed immediately so that a solution can be found. Advice from the Occupational Health Team will be sought. If it is suspected that the uniform is contributing to a pre-existing or a new medical condition. If this is shown to be the case, reasonable adjustments may be made to enable conformity to the general principles of the Uniform Policy.

Footwear

- 5.7 Shoes must be fully enclosed and low heeled with non-slip soles. Black/white shoes **may** be worn with trousers; these must be safe, sensible, in good order, smart and clean and have regard to health and safety considerations. Stiletto heels, Crocs and flip-flops are not acceptable. Trainers are also not acceptable unless you are working in a therapy role and this must be agreed with your line manager. Trainers worn in this capacity must be clean and tidy.
- 5.8 In exceptional hot weather sandals that totally enclose the forefoot may be worn except in areas where there are Health and Safety consideration such as catering and where any manual handling is required. Style should be smart and be agreed with your line manager and comply with Health and Safety regulations.

White shoes for nursing staff can be worn in the summer months between the months of May to September inclusive. In extreme hot weather hosiery may be omitted.
- 5.9 Catering staff must wear separate shoes in the kitchen from those which they wear to and from work.
- 5.10 Theatre staff must wear separate shoes in the Theatre from those which they wear to and from work.
- 5.11 Boots in dark colours and low heels with non-slip soles may be worn during bad weather for home visiting.

Hosiery

- 5.12 Tights or stockings should be plain black or flesh coloured.
- 5.13 Socks may only be worn with trousers and must be black or dark blue.

Cardigans

- 5.14 Staff may wear cardigans in a traditional style and colour (appropriate to their uniform) away from the clinical areas, but these are to be removed before giving direct care to patients.
- 5.15 Staff on duty may wear cardigans at night but these must be removed before giving direct care to the patients.
- 5.16 Cardigans should be long enough to cover the bottom of any tunic top being worn.

Hair

- 5.17 In the interests of hygiene, all staff to whom the uniform policy applies must wear their hair above collar length or securely tied back when on duty. Devices for securing hair should be plain and of a dark colour. Neither the hairstyle nor the hair device should constitute a hazard when using machinery (e.g. hoists).
- 5.18 Beards need to be kept neat and tidy to ensure a professional appearance, where beards are worn to reflect the individuals religion it must be kept tidy and conform to Health and Safety standards.
- 5.19 Catering personnel must wear hairnets if their hair is collar length and cannot be put up under headwear. Headwear to be worn at all times whilst in the kitchen.

Badges

- 5.20 Photographic identity badges are provided and must be easily visible on the uniform at all times. A maximum of two badges appropriate to the profession may be worn but, in the event of them being deemed to constitute a hazard to the patient they must be removed.
- 5.21 Volunteers must wear photographic identity badges.

Watches

- 5.22 When administering personal patient care, wrist watches should be removed at the start of every shift so as not to constitute a hazard. (cross reference Hand Hygiene Policy).
- 5.23 Watches must not be worn whilst on duty in the kitchen.

Jewellery

- 5.24 Uniformed staff may only wear one pair of small stud or sleeper type items in the ears at their own risk (small sleepers only for catering staff).
- 5.25 Clinical and Catering Staff must not wear rings with stones as they compromise hand hygiene and health and safety issues. They may wear one plain ring at their own risk, but no other adornment of the hands or wrist.
- 5.26 No visible facial/body piercing is permitted, and must be removed before coming on duty. This includes tongue studs.

- 5.27 If you have piercings for religious or cultural reasons these must be covered.
- 5.28 Clinical and catering staff will not wear visible necklaces, chains, bracelets and ankle chains. This includes items in all metals, including those worn for therapeutic purposes.
- 5.29 Where jewellery is worn to reflect the individual's religion it must comply with health and safety rules.
- 5.30 The Primary Care Trust will not be liable for any injury sustained to an employee caused by the wearing of jewellery items.
- 5.31 The security of jewellery that the employee has been asked to remove remains the responsibility of the wearer. The Primary Care Trust is not liable for any loss.

Nail Varnish, Make-Up and Perfume/aftershave/deodorants

- 5.32 No nail varnish is to be worn whilst on duty and make-up should be worn in moderation. Nails must be sufficiently cut short to ensure safe patient contact. No false/acrylic nails should be worn on duty.
- 5.33 Perfume/aftershave/deodorants must be kept to a minimum as not to overpower patients/colleagues or taint food.

Pens/Scissors

- 5.34 These should be removed from any pocket that may cause injury to patients, staff or self.

Tattoos

- 5.35 Visible tattoos are to be discouraged and where present must not be offensive to patients or visitors. Where they are deemed to be offensive they must be appropriately covered.

Facial Covers

- 5.36 Staff who wear facial covers for religious reasons are expected to remove them whilst on duty. This will ensure that the member of staff is identifiable.

Ties

- 5.37 Ties should reflect a professional image, and should be removed/tucked in prior to taking part in clinical procedures.

6. SPECIALISED AREAS

Clinical Nurse Specialists

- 6.1 When working in all clinical areas, uniform should be worn. Two uniforms only will be supplied since mufti will be worn at other times.

7. UNIFORM ISSUES

- 7.1 All staff will be issued with a fleece for outdoor wear.

Full Time Staff

- 7.2 Uniforms consisting of five shirts/tunics or tops and five pairs of trousers or five dresses (or a combination of these).

Part Time Staff

- 7.3 Supply will be dependent on the number of days worked.

New Uniforms

- 7.4 Staff needing new uniforms must discuss this with their Line Manager/Head of Department who will complete the appropriate forms.

Recording Numbers of Uniforms Issued

- 7.5 Managers to keep records using appropriate form Appendix 1.

Replacement Uniforms

- 7.6 Replacement uniforms will be issued at the discretion of the Line Manager/Head of Department. Old uniforms or uniforms that need condemning should be returned via your Head of Department or Line Manager to ensure records are kept accordingly, to the relevant locality store with completed appropriate paperwork – Appendix 2.

Maternity Wear

- 7.7 Maternity dresses are available on written request from the Head of Department and must be returned following Maternity leave.

Return of Uniforms on Termination of Contract

- 7.8 All staff should return uniforms to their Line Manager on completion of their contract.

8. LAUNDRY

- 8.1 Uniforms and mufti should be washed separately at a temperature of 60 degrees Celsius for at least ten minutes, in accordance with Department of Health 'Uniforms and Workwear' guidance dated September 2007.
- 8.2 When uniforms are grossly contaminated with body fluids, they should be changed immediately and placed in a plastic bag. Grossly contaminated uniforms should be passed to the line manager who may decide to condemn the items.
- 8.3 Uniforms must be changed daily and washed and ironed after each use.

9. MUFTI

- 9.1 Mufti is not appropriate for staff working in clinical areas Staff not wearing uniform whilst on duty must take into account the need for a clean, tidy and professional appearance at all times. All mufti should be smart, comfortable and non constraining.
- 9.2 Staff eligible to wear mufti may wear dark trousers or shorts providing they are tailored. Shorts when worn should be no shorter than knee length.
- 9.3 Jeans and leggings are not acceptable.
- 9.4 Sensible footwear must be worn.
- 9.5 All mufti must be clean tidy and of professional appearance.

10. EQUALITY IMPACT ASSESSMENT

- 10.1 All relevant persons are required to comply with this document and must demonstrate sensitivity and competence in relation to the nine protected characteristics as defined by the Equality Act 2010. In addition, the Trust has identified Learning Disabilities as an additional tenth protected characteristic. If you, or any other groups, believe you are disadvantaged by anything contained in this document please contact the Equality and Diversity Lead who will then actively respond to the enquiry.

11. TRAINING REQUIREMENTS

- 11.1 The Trust will work towards all staff being appropriately trained in line with the organisation's training needs analysis. All training documents referred to in this policy are accessible to staff within the Learning and Development Section of the Trust Intranet.
- Basic infection control at Corporate Induction sessions.
 - Hand Hygiene training
 - PMVA training

12. MONITORING COMPLIANCE AND EFFECTIVENESS

12.1 Monitoring arrangements for compliance and effectiveness

Ward Managers will ensure compliance with this policy and individuals will be monitored through the supervision and appraisal process.

12.2 Responsibilities for conducting the monitoring

- Managers will monitor compliance during routine inspections.
- Heads of Division will have overall responsibility for ensuring the policy is monitored.

12.3 Methodology to be used for monitoring

- Routine inspections by H&S audit team
- Supervision and appraisal process

12.4 Frequency of monitoring

- Constant monitoring by Ward/Team Managers to ensure compliance

13. RELEVANT CARE QUALITY COMMISSION (CQC) –

- 13.1 Under the **Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 (Part 3), the fundamental standards** which inform this procedural document, are set out in the following regulations:

Regulation 10:	Dignity and respect
Regulation 12:	Safe care and treatment
Regulation 15:	Premises and equipment
Regulation 17:	Good governance
Regulation 18:	Staffing

- 13.2 Under the **CQC (Registration) Regulations 2009 (Part 4)** the requirements which inform this procedural document are set out in the following regulations:

Regulation 18: Notification of other incidents

- 13.3 Detailed guidance on meeting the requirements can be found at <http://www.cqc.org.uk/sites/default/files/20150311%20Guidance%20for%20providers%20on%20meeting%20the%20regulations%20FINAL%20FOR%20PUBLISHING.pdf>

Relevant National Requirements

Department of Health Infection Control Guidance

Department of Health Uniforms and Workwear - Evidence base for developing local policy - June 2007

14. REFERENCES, ACKNOWLEDGEMENT AND ASSOCIATED DOCUMENTS

14.1 References

Department of Health 'Uniforms and Workwear' guidance dated September 2007

14.2 **Cross reference to other procedural documents**

Health and Safety Policy

Hand Decontamination Policy

Security Policy

Infection Control Policy

Equality and Diversity Policy

All current policies and procedures are accessible in the policy section of the public website (on the home page, click on 'Policies and Procedures'). Trust Guidance is accessible to staff on the Trust Intranet.

15 APPENDICES

- 15.1 For the avoidance of any doubt the appendices in this policy are to constitute part of the body of this policy and shall be treated as such.

Appendix A Uniform for specific staff Groups

LIST OF UNIFORMS AVAILABLE TO ORDER

UNIFORM FOR HOSPITAL BASED NURSES

MATRON	Female	Red dress or red tunic with Navy piping and navy blue trousers.
	Male	White tunic with red epaulettes and black trousers.
DEPUTY MATRON AND HOSPITAL AT NIGHT CLINICAL LEADS	Female	Navy dress or tunic with red piping and navy blue trousers.
	Male	White tunic with red epaulettes and black trousers.
SISTER		Sailor navy blue dress or tunic with white piping and navy blue trousers
CHARGE NURSE		White tunic with navy blue epaulettes and black trousers.
STAFF NURSE	Female	Turquoise dress/tunic with white piping and navy blue trousers.
	Male	White tunic with turquoise epaulettes and navy blue trousers.
HEALTH CARE ASSISTANT	Female	Aqua pale mint green dress/tunic with white piping and navy blue trousers.
	Male	Aqua pale mint green tunic with white piping and navy blue trousers.

SERVICE: MINOR INJURIES UNIT

LEAD EMERGENCY NURSE PRACTITIONER	Female	White dress/tunic with hospital blue piping and navy blue trousers.
	Male	White tunic with pale blue epaulettes and black trousers
QUALIFIED EMERGENCY NURSE PRACTITIONER	Female	Pale grey dress/tunic with white piping and navy blue trousers.
	Male	White tunic with grey epaulettes and navy blue trousers.
DEVELOPMENTAL EMERGENCY NURSE PRACTITIONER	Female	Pale blue dress or tunic with white piping and navy blue trousers.
	Male	Pale blue tunic with white piping and navy blue trousers.
OTHER STAFF	Female and Male	As per wards.

SERVICE: CLINICAL ASSESSMENT AND TREATMENT UNIT

LEAD MEDICAL NURSE PRACTITIONER	Female	White dress/tunic with hospital blue piping and navy blue trousers.
	Male	White tunic with pale blue epaulettes and black trousers
QUALIFIED MEDICAL NURSE PRACTITIONER	Female	Pale grey tunic or dress with white piping and navy blue trousers.
	Male	White tunic with grey epaulettes and navy blue trousers.
DEVELOPMENTAL MEDICAL NURSE PRACTITIONER	Female	Pale blue dress/tunic with white piping and navy blue trousers.
	Male	Pale blue tunic with white piping and navy blue trousers.
OTHER STAFF	Female and male	As per wards.

SERVICE: STROKE CO-ORDINATOR

STROKE CO-ORDINATOR	Female	White tunic or dress with red lettering "Stroke Co-ordinator" and navy blue trousers.
	Male	White tunic with red lettering "Stroke Co-ordinator" and navy blue trousers.

SERVICE: ANTI-COAGULATION NURSE SPECIALIST

ANTI-COAGULATION NURSE SPECIALIST	Female	White tunic or dress and navy blue trousers.
	Male	White tunic and navy blue trousers.

SERVICE: DRUG DISPENSING

DRUG DISPENSING TABARDS	Yellow with pocket "DO NOT DISTURB" on the back.
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UNIFORM FOR COMMUNITY BASED NURSES

COMMUNITY MATRON CLINICAL DAYS	Female	White/white dress/tunic with Community Matron lettering and navy blue trousers.
	Male	White tunic with Community Matron lettering and black trousers.
	Female and Male	Mufti see section 8
NON-CLINICAL DAYS		
D/N ASSESSOR /LEAD D/N	Female	Sailor navy blue dress/tunic with white piping with navy blue trousers. . Mufti for office days
	Male	White tunic with navy blue epaulettes. Black trousers. Mufti for office days.
COMMUNITY STAFF NURSE	Female	Turquoise dress/tunic with white piping and navy blue trousers.
	Male	White tunic with turquoise epaulettes and navy blue trousers.
HEALTH CARE ASSISTANT	Female	Aqua pale mint green dress/tunic with white piping and navy blue trousers.
	Male	Aqua pale mint green tunic with white piping with navy blue trousers.
HEALTH VISITORS, SCHOOL NURSES, FAMILY NURSE PARTNERSHIP, SAFEGUARDING NURSEES, NEONATAL SCREENING CO-ORDINATOR	Female and Male	Mufti – see section 8

UNIFORM FOR SPECIALIST COMMUNITY BASED NURSES

SERVICE: CONTRACEPTIVE AND SEXUAL HEALTH SERVICES	
DOCTOR	Short Sleeve White Coats
PROCEDURES CLINIC BAND 6 STAFF	Sailor navy dress/tunic with white piping and navy blue trousers.
HCA	Aqua pale green/mint dress/tunic with white piping and navy blue trousers.

SERVICE: HEART FAILURE/CARDIAC REHABILITATION		
TEAM LEADER	Female	Sailor navy blue dress/tunic with red lettering "Heart Failure Specialist Nurse", white piping and navy blue trousers.
	Male	White tunic with red lettering "Heart Failure Specialist Nurse", navy blue epaulettes and navy blue trousers.
HEART FAILURE SPECIALIST NURSE	Female	Sailor navy blue dress/tunic with red lettering "Heart Failure Nurse Specialist Nurse", white piping and navy blue trousers.
	Male	White tunic with red lettering "Heart Failure Specialist Nurse", navy blue epaulettes and navy blue trousers.
HEALTH CARE ASSISTANT	Female	Aqua pale green mint dress/tunic with white piping and navy blue trousers.
	Male	Aqua pale green mint tunic with white piping and navy blue trousers.

SERVICE: CARDIAC REHABILITATION/HEALTH LIFESTYLE TEAM		
TEAM LEADER	Female	Sailor navy blue dress/tunic with white piping and red lettering "Cardiac Rehabilitation Specialist Nurse" with navy blue trousers.
	Male	White tunic with navy blue epaulettes and red lettering "Cardiac Rehabilitation Specialist Nurse" with navy blue trousers.
CARDIAC REHABILITATION FITNESS INSTRUCTOR	Female	White polo shirt with navy blue jogging bottoms.
	Male	White polo shirt with navy blue jogging bottoms.
CARDIAC REHABILITATION SPECIALIST NURSE	Female	White tunic/dress with red lettering "Cardiac Rehabilitation Specialist Nurse" and navy blue trousers.
	Male	White tunic with red lettering "Cardiac Rehabilitation Specialist Nurse" and navy blue trousers.
HEALTHCARE ASSISTANT	Female	Aqua pale green mint dress/tunic with white piping and navy blue trousers.
	Male	Aqua pale green mint tunic with white piping and navy blue trousers.
HEALTHY LIFESTYLE TEAM	Female	White polo shirt with navy blue jogging bottoms.
	Male	White polo shirt with navy blue jogging bottoms.

SERVICE: CONTINENCE SERVICE		
ASSESSOR/TEAM LEADER	Female	Sailor navy blue dress/tunic with white piping and navy blue trousers.
	Male	White tunic with navy blue epaulettes and black trousers.
STAFF NURSE	Female	Turquoise dress/tunic with white piping and navy blue trousers.
	Male	White tunic with navy blue epaulettes and navy blue trousers.

SERVICE: LEG ULCER/TISSUE VIABILITY		
As per District Nursing service		

SERVICE: CFS/ME SERVICE		
	Female and Male	Mufti see section 8

SERVICE: CONDITION MANAGEMENT PROGRAMME		
	Female and Male	Mufti see section 8

SERVICE: DIABETIC RETINOPATHY		
GRADER	Female and Male	Mufti see section 8
HEALTH CARE ASSISTANT	Female	Aqua pale green mint dress/tunic with white piping and navy blue trousers.
	Male	Aqua pale green mint tunic with white piping and navy blue trousers.

SERVICE: CLINICAL PRACTICE TEAM		
SENIOR NURSE FOR CLINICAL PRACTICE	Female	White tunic/dress with white piping, red lettering "Senior Nurse for Clinical Practice" and navy blue trousers.
	Male	White tunic with red lettering "Senior Nurse for Clinical Practice" and navy blue trousers with white epaulettes.
CLINICAL SKILLS FACILITATOR	Female	White tunic/dress with white piping, navy lettering "Clinical Skills Facilitator" and navy blue trousers.
	Male	White tunic with navy lettering "Clinical Skills Facilitator" and navy blue trousers with white epaulettes.

SERVICE: DISTRICT NURSE TEAM LEADER		
DEVELOPMENTAL DISTRICT NURSE TEMA LEADER	Female	Navy tunic/dress with Aqua piping and navy blue trousers.
	Male	White tunic with aqua epaulettes and navy blue trousers.

UNIFORM FOR HOTEL SERVICES STAFF

HOTEL SERVICES SUPERVISORS/TEAM LEADERS	Female	Ruby blouse, navy tailored trousers/skirt
	Male	Ruby shirt with ruby tie and navy tailored trousers.
CATERING SUPPORT WORKERS	Female	White coat and blue tabard or white chef's jacket, white apron and blue/white check trousers. Hat – coverall white or white trilby, hairnet – medium brown. Non-slip soled shoe covering entire foot (no trainers or open toed footwear)
	Male	White chef's jacket, white apron, blue/white check trousers, white trilby hat, medium brown hairnet. Non-slip soled shoe covering entire foot (no trainers or open toed footwear)
HOUSEKEEPERS	Female	Burgundy dress/tunic with cream piping and navy blue trousers.
	Male	Amethyst shirt and navy blue trousers.
ASSISTANT HOUSEKEEPERS	Female	Lilac tunic/dress with white piping and navy blue trousers.
	Male	Lilac shirt with white piping and navy blue trousers.
PORTERS	Female	Sapphire Shirt with navy blue trousers. Non-slip safety boots. Hi – Visibility Contrast Trim Jacket Yellow and Navy
	Male	Sapphire Shirt with navy blue trousers. Non-slip safety boots. Hi – Visibility Contrast Trim Jacket Yellow and Navy

**UNIFORM FOR INTEGRATED THERAPY SERVICE
FOR CHILDREN AND YOUNG PEOPLE STAFF**

	Female and Male	Mufti see section 8
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UNIFORM FOR MUSCULOSKELETAL PHYSIOTHERAPY STAFF

PHYSIOTHERAPISTS ALL GRADES	Female	White dress/tunic with navy blue piping and CSP badge or White polo shirt with navy blue piping with CSP badge and navy blue trousers.
	Male	White tunic with navy blue piping and CSP badge or White polo shirt with navy blue piping with CSP badge and navy blue trousers.
PHYSIOTHERAPY ASSISTANTS	Female	Pale blue dress/tunic with white piping lettering with 'Physiotherapist Assistant' or pale blue polo shirt lettering with 'Physiotherapist Assistant' and navy blue trousers.
	Male	Pale blue tunic with white piping lettering with 'Physiotherapist Assistant' or pale blue polo shirt lettering with 'Physiotherapist Assistant' and navy blue trousers.

UNIFORM FOR OCCUPATIONAL THERAPY STAFF

OCCUPATIONAL THERAPISTS	Female	White dress/tunic with bottle green piping and bottle green trousers. White dress with bottle green trim.
	Male	White tunic with bottle green epaulettes and bottle green trousers.
OCCUPATIONAL THERAPY ASSISTANT	Female	White tunic with aqua piping and navy blue trousers.
	Male	White tunic with aqua and white epaulettes and navy blue trousers.

UNIFORM FOR REHABILITATION SERVICE ASSISTANTS

PHYSIOTHERAPISTS & OCCUPATIONAL THERAPISTS		As above
THERAPY ASSISTANTS	Female	White tunic with aqua piping Navy blue trousers
	Male	White tunic with aqua and white epaulettes. Navy blue trousers

**UNIFORM FOR SPEECH AND LANGUAGE THERAPISTS AND SPEECH
AND LANGUAGE THERAPY ASSISTANTS**

SPEECH AND LANGUAGE THERAPIST	Female	White/white dress/tunic lettering 'Speech & Language Therapy Associate Practitioner' and black trousers. Or mufti – see section 8.
	Male	White tunic lettering 'Speech & Language Therapy Associate Practitioner' and black trousers. Or mufti – see section 8.
SPEECH AND LANGUAGE THERAPY ASSISTANT	Female	White/white dress/tunic lettering 'Speech & Language Therapist Assistant' and black trousers. Or mufti – see section 8.
	Male	White tunic lettering 'Speech & Language Therapist Assistant' and black trousers. Or mufti – see section 8.

UNIFORM FOR PODIATRISTS AND PODIATRY ASSISTANTS

PODIATRIST	Female	White tunic with black piping or plain white polo shirt lettering with 'Podiatry Service' and black trousers.
	Male	White shirt/tunic or plain white polo shirt lettering with 'Podiatry Service' and black trousers..
PODIATRY ASSISTANT	Female	White dress/tunic with hospital blue piping or pale blue polo shirt lettering with 'Podiatry Service' and black trousers
	Male	White tunic or pale blue polo shirt lettering with 'Podiatry Service' and black trousers.

UNIFORM FOR DENTAL ACCESS SERVICES

DENTAL OFFICER	Female	White, navy or pale blue tunic with co-ordinating trousers
	Male	White, navy or pale blue tunic with co-ordinating trousers
SENIOR DENTAL NURSES (Clinical)	Female	White Tunic with navy blue piping and navy trousers
	Male	White Tunic with navy blue piping and navy trousers
SENIOR DENTAL NURSES (Non Clinical)	Female	As per frontline clerical staff
	Male	As per frontline clerical staff
QUALIFIED AND TRAINEE DENTAL NURSES	Female	White tunic with yellow piping and navy blue trousers
	Male	White tunic with yellow epaulettes and navy blue trousers.
HQ DENTAL STAFF	Female	As per frontline clerical staff
	Male	As per frontline clerical staff
RECEPTIONISTS / ADVICE LINE STAFF	Female	As per frontline clerical staff
	Male	As per frontline clerical staff
HYGIENIST	Female	White tunic with burgundy piping and burgundy trousers.
	Male	White tunic with burgundy epaulettes and burgundy trousers.
ORAL SURGEON	Female	Scrubs in sailor navy tunic and trousers.
	Male	Scrubs in sailor navy tunic and trousers.

UNIFORMS FOR INFECTION CONTROL TEAM

FEMALE	Royal blue tunic with white piping and navy trousers
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MATERNITY

FEMALE	White dress White tunic White polo-shirt (therapies) Sailor navy trousers
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UNIFORM FOR FRONT-LINE ADMINISTRATION AND CLERICAL STAFF

FEMALE	Navy short sleeve diamond blouse, navy skirt or navy tailored trousers.
MALE	White short sleeved shirt with blue diagonal striped tie and navy blue tailored trousers

MATRON'S SECRETARIES AND LOCALITY MANAGER'S SECRETARIES

FEMALE	White blouse, navy skirt or navy tailored trousers.
MALE	White shirt and tailored Navy Trousers

UNIFORM FOR VOLUNTEERS

FEMALE	Petrol blue/white check tabard.
MALE	Royal blue waistcoat

ALL STAFF

Navy blue fleece with the organisational logo
