



DRESS CODE - NURSING AND CARE WORKERS

PURPOSE

This policy confirms the professional dress code for MHR nursing and care worker panel members.

SCOPE

This policy applies to:

- MHR Care Workers and Nurses
- MHR Management and Personnel
- MHR Clients

DEFINITIONS

Term/Abbreviation	Description
Panel members	A candidate successfully orientated and registered with MHR.
SANC	South African Nursing Council

POLICY STATEMENT

MHR panel members are expected to adhere to the professional dress code specified in this policy as per the South African Nursing Council regulations.

STANDARDS FOR UNIFORM AND A PROFESSIONAL IMAGE

- According to SANC regulations, nursing panel members are expected to wear distinguishing devices at all times.
- It is the panel member's responsibility to ensure that garments and shoes are well maintained. Loose seams and hems and stained or smelling garments detract from the company's professional image.
- A clean outfit must be worn daily.
- Shoes must comply with health and safety requirements, e.g. slip-resistant soles are compulsory, etc. Shoes should be black, always have closed toes and may be flat or have a slight heel.
- Clogs, Crocs, sandals or slip-on shoes are not permitted.

Female Nursing/Care worker panel members to wear the prescribed uniform below:

- The following MHR uniform items are available at MHR offices at subsidised rates:
 - Tunic top (navy and lime)
 - Navy pants or skirt
 - Navy fleece jacket (*To be removed on entering the facility/department*)
- Scrubs according to client preference for panel members working in critical care, theatre or trauma units.

Male Nursing/Care worker panel members to wear the prescribed uniform below:

- The following MHR uniform items are available at MHR offices at subsidised rates:
 - Tunic top (navy and lime)
 - Navy pants
 - Navy fleece jacket (*To be removed on entering the facility/department*)
- Scrubs according to client preference for panel members working in critical care, theatre or trauma units.

Shoes and Socks

- Shoes must comply with health and safety requirements, e.g. shoes need to have slip-resistant soles, etc.
- Only approved shoes are allowed in Operating Theatre departments.
- In other departments, slip-on shoes may be worn with pants (trousers) provided they do not result in excessive noise or pose a safety hazard, e.g. for panel members who need to move quickly for long distances in emergency situations.
- Shoes should be black or navy, always have closed toes and may be flat or have a slight heel.
- Female panel members should wear Blackmail/Navy/Skin colour stockings with skirt or navy socks with pants.
- Male panel members should wear navy socks with pants.

MHR name badges

- Must be worn at all times when on duty
- Must be clean and placed on the left side of the chest
- May not be decorated with items or stickers, and no decorative badges are allowed

Accessories

- Jewellery and watches must be patient-friendly and not pose any risk of injury or infection to the patient. Fob watches are recommended.
- No nose, eyebrow, or tongue rings/studs may be worn unless special dispensation has been granted by the departmental manager at the client, who will deal sensitively with religious and cultural requirements.
- Nursing practitioners and care workers involved in direct clinical care may not wear bracelets or wrist accessories.
- Male panel members are not allowed to wear earrings while on duty, and female panel members are only allowed to wear one pair of discreet earrings.
- As part of the nursing uniform, a pair of sharp/blunt scissors and the relevant pens should be worn on person.

Exceptions - Religious requirements

- Navy turbans, head scarves (Muslim employees) and Yarmulke's (Jewish employees) are permitted.

Nail and Skin Care

- Keep nails short and clean.
- In the interest of patient safety, nurse practitioners and care workers may not wear nail varnish or artificial/acrylic nails.
- Panel members must ensure that their makeup complements their skin tone and keep to a complementary scheme.
- Panel members with art (tattoos) on their bodies should select a uniform covering such body art while on duty.

Hair

- Hair must always be clean and neat. Avoid hairstyles that need constant adjustment.
- Hair accessories should enhance the company's professional image.
- Hair longer than shoulder length should be tied where direct clinical care is performed and at reception areas.
- Wigs and hair extensions should be able to fit into a standard theatre cap.
- Male panel members should be clean-shaven, or if they have a beard and/or moustache, it should be kept clean and neatly trimmed.

Body Odour

- Panel members should at all times be aware of their body odour and the smell of their breath. Panel members should try and freshen up after lunch.
- Panel members, who choose to wear perfume, should ensure that it does not cause irritation to colleagues or patients.
- All smokers should ensure that they do not smell of smoke, especially when working with patients.

THE ORDERING OF PRESCRIBED UNIFORM

Panel members must visit their nearest MHR office to complete the following forms:

- Nursing and care worker uniform order form. Panel members are entitled to request up to three uniform payment instalments to be deducted as shifts are worked and according to payment method.
- Authority for salary deduction for the uniform payment to be deducted.

Panel members to familiarise themselves with the uniform order, exchange and return policy.

ASSOCIATED DOCUMENTS

Document	Location
MHR agreement	MHR Office
Nursing and care worker uniform order form	MHR Office
Nursing and care worker uniform pricelist	MHR Office
Authority for salary deduction	MHR Office
Uniform order, exchange and return policy	MHR Office
Regulation No. R1201 as amended	SANC