

POLICY : UNIFORM/PROTECTIVE CLOTHING FOR NURSING PERSONNEL

Item B-H (19-2003)
MC 18.09.2003

POLICY ON UNIFORM/PROTECTIVE CLOTHING FOR NURSING PERSONNEL

RESOLVED:

1. That the Policy on Uniform/Protective Clothing for nursing personnel in the Metro, attached as Annexure "A" to the report, **BE APPROVED** and **IMPLEMENTED** with effect from 1 July 2004, subject to the following amendments to the said policy:
 - (a) By the deletion of section 4 (New Personnel) under the heading: "APPLICATION GUIDELINES".
 - (b) By the deletion of section 3 (Finance) and section 4 (Roles) under the heading: "APPLICATION PROCEDURES".
 - (c) Delete the section in the policy dealing with "COMMENTS FROM RELEVANT DEPARTMENTS".
2. That a clothing schedule **BE DEVELOPED** and **COSTED** by the Executive Director: Health and Social Development in conjunction with the Chief Financial Officer prior to implementation, with a limitation on the issuing of a uniform per individual per annum.



Ekurhuleni
METROPOLITAN MUNICIPALITY

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LEGAL FRAMEWORK

The following legislation pertaining to uniform/protective clothing is applicable:

- Nursing Act, Act no. 50 of 1978
- Government Gazette, 28 October 1994
- Labour Relations Act, Act no. 66 of 1995
- Basic Conditions of Employment Act of 1997
- Occupational Health and Safety Act, Act no. 85 of 1998
- Constitution (Patients' Rights Charter)

APPLICATION GUIDELINES

The policy shall be applicable to all nursing employees of the Ekurhuleni Metropolitan Municipality, qualifying as such for uniforms and protective clothing. In applying the regulations of the South African Nursing the Ekurhuleni Metropolitan Council shall be assumed applicable to nursing personnel employed by the Ekurhuleni Metropolitan Municipality. The following generic guidelines shall be applied to develop a dress code:

1. Generic Uniform Code Guidelines

- ❖ The full uniform shall be of approved colour.
- ❖ Distinguishing devices such as nametags and epaulettes shall be worn while rendering service.
- ❖ *"Nurses are expected by law to wear uniforms in the execution of their duties, "a registered nurse or midwife shall in all areas of clinical nurse practice, wear the distinguished devices". (Nursing Act 50 of 1978, Regulation RI 20 1)".*

2. Summer Uniform for Females/Males

- ❖ Summer uniforms shall be worn from 1 September until the end of April each year, weather permitting.
- ❖ The summer uniform will include, dresses, skirts, slacks, and Bermuda shorts (knee length) short sleeve jackets, long sleeve jackets, gillet, jerseys and blouses and long trousers for males.
- ❖ Comfortable and neat shoes.

3. Winter Uniform for Females/Males

- ❖ Winter uniforms shall be worn from May till end of August each year, weather permitting.

APPLICATION PROCEDURES

1. Legislative requirement

As a principle established in law, it is the responsibility of the employer to provide the employee (in this case the nursing personnel) with protective clothing in the form of prescribed nursing uniform. Upon provision of such uniform the following application procedures will be followed:

- ❖ If an employee (nurse) terminates his/her service the pro-rata portion of the allowance shall be recovered by the employer.

2. Uniform Committee

- ❖ Ekurhuleni Metropolitan Municipality shall establish a committee consisting of representatives from each Service Delivery Centre and Council to develop and formalize standards on uniforms. This committee and its functions will continue in respect of this policy.
- ❖ The Uniform Committee will through its representative members be responsible for the consistent application of the uniform guidelines explained above.
- ❖ The proposals/recommendations from the Uniform Committee shall be submitted for approval thereof by the Director Family Health.