



Clinical Education
Centre

for Nurses, Midwives and Allied Health
Professionals

Dress Code Policy

Title	Dress Code Policy		
Lead author	Eilish Boyle		
Approved by	Senior Management Team	Approval date	27 August 2020
Issue date	10 September 2020	Next review	April 2021
Version number	Version 1		

Strategic Context

The HSC Clinical Education Centre (CEC) is a business unit of the Business Services Organisation (BSO) and is committed to its mission “to deliver value for money and high quality business services to Health and Social Care so contributing to the health and wellbeing of the population of Northern Ireland.” The Centre is accountable both financially and professionally to the BSO and the Department of Health.

The CEC primarily exists to provide in-service education to Nurses, Midwives and Allied Health Professionals (AHPs) employed in the five Health and Social Care Trusts, the NI Hospice and the Southern Area Hospice. Alongside this the CEC provides education to various other statutory, independent and voluntary organisations.

The CEC operates from four geographically dispersed sites. This arrangement facilitates the delivery of In-Service education at local level via remote access, classroom teaching or in specific practice environments.

The CEC sites are:

- Clady Villa, Knockbracken Health Care Park
- Altnagelvin Hospital site
- Craigavon Hospital site
- Fern House, Antrim Hospital site

Introduction

As the CEC returns to the delivery of a limited number of face to face programmes whilst COVID-19 is still circulating teaching staff have requested guidance regarding a Dress Code and particularly in regard to Infection Prevention and Control.

The CEC assigns value and importance in ensuring all members of staff project a professional and respectful semblance in keeping with stakeholders’ expectation of nursing, midwifery and AHP education delivery.

Through a CEC Code of Dress Policy this expectation is clarified to particularly evidence the health, safety, infection prevention and control for CEC teaching staff who specifically deliver face to face clinical skills programmes and not direct patient care activity.

Purpose

To provide a standard Code of Dress Policy for CEC teaching staff who deliver face to face clinical skills programmes via the class room or practice simulation and to provide all teaching staff with the opportunity to wear a CEC uniform by choice when delivering non- clinical skills programmes.

To facilitate the promotion of CEC corporate identity, respond to new ways of working and the continuing COVID19 response, all nursing, midwifery and AHP teaching staff will be issued with a CEC uniform comprising of three pale blue CEC Polo Shirts and three pairs of navy trousers.

Additional protective clothing including full Personal Protective Equipment is available and is worn in accordance with the relevant procedures included in the Standard Operating Procedure for the Delivery of Clinical Education Centre Face to Face Teaching during the COVID-19 Pandemic following a risk assessment <T:\Shared Folder\CEC Policies & Procedures\CEC-SOP FTF Teaching COVID19 version 1 2.9.2020.pdf>

The wearing of a CEC uniform by teaching staff delivering clinical skills programmes will enhance non- restrictive movement and posture and provide an increased level of adherence to current infection prevention and control guidelines.

Definitions/ Scope of the Policy

This policy applies to all nursing, midwifery and AHP teaching staff employed by the CEC.

The Dress Code and Uniform Policy will:

- Support infection prevention & control compliance and Health & Safety legislation
- Ensure all CEC teaching staff are familiar with the current evidence on wearing the agreed CEC uniform particularly focusing on the delivery of face to face clinical skills programmes.
- Convey a professional and efficient image of the CEC during the delivery of skills programmes
- Promote mobility, safety and comfort of the wearer

Roles/Responsibilities

It is the responsibility of all CEC teaching staff to adhere to this policy and maintain a professional and safe approach to dress, appearance, cleanliness and personal hygiene.

Senior Education Managers will;

- Ensure the policy is communicated to all staff
- Address any compliance issues
- Be mindful of all equality, good relations and human rights responsibilities.
- Facilitate the raising of any equality related concerns from teaching staff with the Employment Equality Team BSO

CEC Teaching Staff will:

- Be responsible for following the agreed standards of dress of the CEC Polo Shirt and trousers in the delivery of face to face clinical skills programmes which includes wearing a freshly laundered CEC uniform which is “bare below the elbows” and footwear which is safe and suitable for the duties required in delivering clinical skills programmes in accordance with Health and Safety (Health and Safety at Work (Northern Ireland) Order 1978 No. 1039 (N.I. 9) Sections 2 and 3).

- Understand how this policy relates to:
 - the classroom / *practice simulation* environment
 - health and safety
 - infection prevention and control
 - the particular roles and duties required in the delivery of clinical skills programmes
 - contact with other CEC staff and programme participants.

- Model good practice in infection prevention and control by considering the wearing of:
 - nail varnish, false or gel nails
 - jewellery
 - long hair

Maintaining CEC uniforms

- The CEC uniform should be laundered;
 - separately from other household linen
 - in a load not more than half the machine’s capacity
 - at a 60degree wash cycle
 - ironed or tumbled-dried

“A wash for ten minutes at 60°C removes almost all micro-organisms. Washing with detergent at lower temperatures – down to 30°C – eliminates MRSA and most other micro-organisms”.

Uniforms and workwear: guidance for NHS employers 2 April 2020

- CEC teaching staff who wear head scarves/turbans for cultural or religious reasons, must ensure they are always in a clean tidy condition and well secured.

Implementation of Policy

Monitoring

Senior Education Managers will monitor compliance with this policy and provide feedback and assurance at CEC Senior Management Team Meetings.

A Survey Monkey will be conducted with teaching staff on a six month basis to review the implementation of the Dress Code Policy.

Key Policy Principles

This policy meets the requirement set out in the regional dress code DHSSPS(2008), the regional Infection Control Manual, RCN (2013), BMA (2014) and relevant Health and Safety Legislation

Policy implementation

All operational Line Managers must ensure that relevant staff have access to this policy, understand its content including provision of any necessary training and are aware of its aims and purpose immediately on its release.

All operational Line Managers must ensure that new nursing and midwifery and AHP staff have access to this policy, understand its content including provision of any necessary training, and are aware of its aims and purpose immediately on their appointment.

Bibliography

- COVID-19: infection prevention and control guidance (2020) available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/893320/COVID-19_Infection_prevention_and_control_guidance_complete.pdf
- CEC Standard Operating Procedure for the Delivery of Clinical Education Centre Face to Face Teaching during the COVID-19 Pandemic [T:\Shared Folder\CEC Policies & Procedures\CEC-SOP_FTF Teaching COVID19 version 1 2.9.2020.pdf](T:\Shared Folder\CEC Policies & Procedures\CEC-SOP_FTF_Teaching_COVID19_version 1 2.9.2020.pdf)
- Regional Healthcare Hygiene and Cleanliness Standards RQIA (2008) available at: [Regional Healthcare Hygiene and Cleanliness Standards](#)
- The Northern Ireland Regional Infection Prevention and Control Manual. Available at: [PHA Infection Control](#)

- Uniform and workwear guidance (2020) available at: [Uniform and workwear guidance \(2020\) | Royal College of Nursing \(2020\)](#)
- Uniforms and workwear for NHS employers available at: [NHS England » Uniforms and workwear: guidance for NHS employers \(2020\)](#)

Sources of advice and further information

Further advice and information regarding this policy can be obtained from the Head of the HSC CEC, Assistant Head or Senior Education Managers.