



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 worker panel members
- MHR Clients
- MHR Nursing panel members
- MHR Office personnel

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 in accordance with the South African Nursing Council regulation.

STANDARDS FOR UNIFORM AND A PROFESSIONAL IMAGE

- Nursing panel members are expected to wear distinguishing devices at all times, according to SANC regulations.
- It is the panel member's responsibility to ensure that garments and shoes are well maintained. Loose seams and hems, 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 available at MHR offices at subsidised rates:
 - Tunic top (white and lime).
 - Navy pants or skirt.
 - Navy fleece jacket (*To be removed on entering the facility/department*).
- Blackmail/Navy/Skin colour stockings with skirt or navy socks with pants.
- 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 available at MHR offices at subsidised rates:
 - Tunic top (white and lime).
 - Navy pants.
 - Navy fleece jacket (*To be removed on entering the facility/department*).
- Navy socks with pants.
- Scrubs according to client preference for panel members working in critical care, theatre or trauma units.

MHR name badges

- Must be worn at all times when on duty.
- Must be clean and placed on the left side on chest.
- May not be decorated with items or stickers.

Accessories

- No jewellery allowed while on duty, except a wedding band/engagement ring and stud earrings (one pair).
- Male panel members are not allowed to wear earrings while on duty.

Nail and Skin Care

- Keep nails short and clean. Nail varnish is not permitted.
- Panel members must ensure that their make-up complements their skin tone.
- Panel members with art (tattoos) on their body should select a uniform that covers such body art while on duty.

Hair

- Hair must always be clean and neat. Avoid hair styles that need constant adjustment.
- Hair accessories must enhance the company's professional image.
- 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 installments 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
