



## NATIONAL NURSES UNIFORM POLICY



## ACKNOWLEDGEMENTS



Finalisation of the National Nurses uniform policy expresses the Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 3 of 1999 which states that the employer has a responsibility to provide uniform or clothing to employees if their work requires that. The National nurses uniform policy seeks to implement the PHSDSBC Resolution 1 of 2022 Agreement on the provision of uniform for nurses in the public health and social development sector, which stipulates that the employer should provide the uniform in a conventional manner.

The National Department of Health would like to acknowledge and express its appreciation to those who contributed to the development of this policy. We thank the members of the nurses Uniform Provision Task Team led by Ms. V Taschl from the Nursing Services Cluster, for their hard work and diligence in ensuring that the activities leading to the development of this document were carried out. The Chief Nursing Officer, Dr NJ Makhanya is acknowledged for overseeing the process, including her Nursing Services team comprising of Dr



## 1. INTRODUCTION

Uniform is a distinctive clothing type which is worn by members of the same organisation or profession[Uni)6(f)-10(c



## **7. RESCINDED POLICIES, GUIDELINES AND STRATEGIES**

7.1 The PHSDSBC resolution 1 of 2005 which deals with the payment of a uniform allowance will cease to exist on 31 March 2023.

7.2 PHSDSBC Resolution 1 of 2023 however, made provision for:

7.2.1 the extension of the date of implementation to 01 September 2024.

7.2.2 the payment of a once-off uniform allowance by 30 November 2023 to all qualifying nurses. Should the employer not be able to meet the implementation date of 1 September 2024, the uniform allowance shall continue considering applicable annual inflation rates as determined by the National Treasury.

7.3 Provincial nursing uniform policies/standard operating procedures need to be updated to be aligned with this policy.

## **8. BACKGROUND**

Clause XV11 of the Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 3 of 1999 stipulated that where an employer made uniform compulsory in the provision of an employee's duties, the employer was expected to provide the uniform.

The PHSDSBC resolution 1 of 2005 made provision for nurses to receive a uniform allowance to procure uniform for themselves. The outcome was that the uniform allowance was not sufficient to procure enough uniform sets for a seven-day period. In addition, there was no standardisation of uniform in terms of quality of garment, colour, and material composition. Discussion between labour unions, their members, and the employer continued until PHSDSBC Resolution 1 of 2022: Agreement on the provision of uniform for nurses in the Public Health and Social Development Sector. PHSDSBC Resolution 1 of 2022 stipulates that the employer should provide the uniform.

However, the employer was unable to meet the time frame set for October 2023. This led to further collective  
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## **12. NON-COMPLIANCE**

Managers are responsible for ensuring that this policy is always adhered to in respect of the employees they manage. All staff are required to comply with the principles and requirements of the Policy. Non-compliance with the uniform policy will lead to disciplinary procedures that will be instituted according to the Regulations of the Public Service Act; Resolution 1 of 2003.

## **13. RESPONSIBLE N**

## **UNIT**

The office of the Chief Nursing Officer is responsible for policy development, development of specifications and monitoring and evaluation of the implementation of PHSDSBC Resolution 1 of 2022 and PHSDSBC Resolution 1 of 2023.

## **14. PROCUREMENT STRATEGY**

14.1 There will be a decentralised approach to procurement where provincial transversal tenders will be used.

14.2 Provinces are to participate in these tenders through the bid specification and bid evaluation committees and procure accordingly.

14.3 Provinces are to develop their own standard operating procedures for dates of procurement, storage, and distribution.

14.3 Standardisation in terms of colour, fabric composition and garment are to be achieved through a service level agreement (SLA) with a suitable standardisation authority.

## **15. COMMUNICATION**

Key communication will be between the following structures:

- National Department of Health Management Committee.
- National Health Council (NHC) - Technical Sub-committee.
- National Health Council (NHC).
- Director-General communication to provincial Heads of department (HOD).
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## **ANNEXURE A**

### **DRESS CODE**

1. White dress, or maroon pants/skirt with white shirt/top.
2. Plain flesh matching coloured pantyhose / stockings (without designs) with dresses and skirts. No patterned or fishnet stockings are to be worn.
3. When wearing pants, knee high stockings are allowed.
4. White dress code can be worn as daily uniform and on ceremonial occasions as determined by provinces.
5. Skirts may not be shorter than knee length and not longer than calf length.
6. Jerseys and jackets should not be worn while an employee is involved in direct clinical care.
7. Hair to be clean and neat and should be tied up if longer than shoulder length