



Dress Code Policy

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CONSULTATION AND RATIFICATION SCHEDULE

Name of Consultative Body	Date of Approval
Senior Management Team	

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1. POLICY STATEMENT

All Primecare Health LTD staff are required to present themselves in a clean, tidy and smart manner whilst on duty. Attire must be appropriate to the task or area of work and must reflect the professional image of the Company.

Where uniform is required, staff must keep them in good order and properly laundered to comply with infection control procedures. Ethnic, cultural or religious dress is acknowledged and respected by the Company, but attire must be appropriate to the task or area of work.

Uniforms are required for any care at home visits.

It is not acceptable to wear clothing with slogans, images or political beliefs that may be seen as offensive. Likewise, tattoos bearing similar content should be fully covered.

All staff when on duty must wear identification badges. Uniforms and identification badges must not be displayed in public when not undertaking Company duties.

Non-compliance to be suitably dressed, with appropriate identifications, can result in disciplinary action.

2. HEALTH, SAFETY AND WELFARE

The following requirements must also be complied with in order for staff to protect the health, safety and welfare of themselves, clients and the public whilst undertaking certain activities in the course of their work and to reflect the professional image of the Company:

2.1 CLOTHING:

- Attire must be appropriate to the area of the work and the tasks required.
- The wearing of jeans/denim clothing or shorts will not be permitted.
- Ripped /torn fashion wear clothing will not be permitted.
- Clothing must be clean.

2.2 FOOTWEAR:

Footwear for field staff should be flat, non-slip and closed one.

2.3 JEWELLERY:

The wearing of jewellery must be limited to acknowledge issues of health and safety and should not be excessive.

- Single stud earrings are permissible. All other visible piercings should be removed whilst on duty. Staff with non-visible piercings must be aware of the potential risk of harm to themselves and others during physical interventions.
- The wearing of rings must not pose a risk to the individual or others during safe handling and other physical interventions – flat wedding bands can be worn.
- Necklaces/chains worn around the neck are discouraged as they pose a significant risk to the wearer by possibly being used to inflict injury.

2.4 NAILS:

Fingernails should be kept reasonably short and not pose a threat to clients; and to minimise the infection control risks. Nail polish should not be worn.

2.5 HAIR:

Field staff should tie long hair back.

3. RESPONSIBILITY

It is the responsibility of all persons to present themselves in a professional manner with regard to the appropriateness of clothing, footwear and jewellery as described in this policy.

It is the responsibility of the Director to determine the appropriateness of clothing. Management will ensure that this standard is adhered to.

4. IMPACT ASSESSMENT

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you, or any other groups, believe you are disadvantaged by this policy, please contact the Director. The Company will then actively respond to the enquiry.