



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Mid Western Regional Maternity Hospital, Limerick

Uniform Policy

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Signature By:			

Table of Contents	Page
Policy Statement	3
2.0 Aim of Policy	3
3.0 Scope	3
4.0 Policy	3
5.0 Roles and Responsibilities	4
6.0 Implementation Plan	4
7.0 Evaluation and Audit	4
8.0 Appendix 1	5 - 7
9.0 Appendix 2	8

1.0 Policy Statement

Midwestern Regional Maternity Hospital Uniform Policy

2.0 Aim of Policy

Mid-Western Regional Maternity Hospital Uniform Policy will be adhered to at all times, to ensure a high standard of professionalism is maintained, Infection Control and Health and Safety standards.

3.0 Scope of Policy

All staff Midwives/Nurses, Clinical Midwife Managers, Clinical Midwife Specialists, Ward Attendants, and the Midwifery Students working in the Mid-Western Regional Maternity Hospital.

4.0 Process

4.1 Hair must be worn off the collar and back from the face. Long hair must be tied up and not left hanging in ponytail fashion. The use of ornamental, large hair slides/ribbons is not permitted. Hair must be of a natural colour
Male Midwives/Attendants must wear their hair tidy and well groomed.

4.2 Uniforms must be to the agreed colour. Uniforms to be clean and without stains.
Please refer to (Appendix 1).
Uniform material can be purchased from the list of suggested suppliers (Appendix 2)
Cardigans must be navy in colour and removed in all clinical areas.
Cardigans are not permitted inside kitchen areas.

4.3 Uniforms must not be worn outside of the hospital grounds unless on escort duty.

4.4 Nails must be kept clean, short and unpolished. Artificial nails must not be worn in clinical practice.

4.5 The following jewellery will only be accepted:-

4.5.1 One pair of stud earrings (on lower ear lobes only).

4.5.2 One plain band

4.5.3 Fob watch only. Wrist watch must not be worn in clinical practice.

4.6 Navy/black rubber soled, closed shoes must only be worn. These must be clean and polished. Sandals are not permitted. Navy/Black socks must be worn.

4.7 Each midwife/nurse/midwifery student/attendant must wear an identification badge with their name and position clearly recognisable.

4.8 Each midwife/nurse/midwifery student/attendant must wear hospital photographic identification swipe card when on duty.

4.9 Tattoos must not be visible at any time.

5.0 Roles and Responsibilities

5.1 Roles

- CMM II to ensure that employees are aware of the uniform policy.
- CMM I to ensure that employees comply with the uniform Policy.
- CPCs Midwifery to ensure that midwifery students comply with policy at all times.
- Staff are expected that they adhere to the uniform policy at all times.

6.0 Implementation Plan

- 6.1 The reviewed uniform policy will be distributed to all clinical areas and given to relevant personnel including new employees.
- 6.2 Each staff member is advised to read, sign and agree to adhere to this uniform policy.
- 6.3 This is an updated uniform policy and there has been very little change made to the original policy dated 2007.
- 6.4 Adherence to the uniform policy is expected at all times.

7.0 Evaluation and Audit

- 7.1 This policy is subject to ongoing monitoring by the CMMII's/CMMI's to ensure that staff within their area of responsibility are adhering to the uniform policy on an ongoing basis.
- 7.2 Staff not adhering to the policy are advised to ensure they adhere. Staff who continually demonstrate non adherence will be dealt with via the HSE disciplinary procedure.
- 7.3 This policy will be reviewed after 5years or sooner if indicated by change in policy and/or evidence.

8.0 Appendix 1

Uniforms for the Mid-Western Regional Maternity Hospital, Limerick must be the agreed colour code as follows: -

Midwife:

Trouser Suit: White tunic with navy piping on sleeves and pockets. Tunic top must be mid-thigh length. Navy trousers.

Shoes: Closed in rubber soled navy/black shoes. Navy/Black shoes clean and unscruffed. Navy/Black socks must be worn. Sandals are not permitted (health & safety). Navy Cardigan only with navy buttons.

Clinical Midwife Manager 2: The CMM II has a choice of:

Skirt Suit: Green knee length skirt with navy piping on green tunic. Navy/Black socks.

Trouser Suit: Green tunic with navy piping. Tunic top must be mid-thigh length. Navy pants. Navy cardigan only with navy buttons. Navy/Black socks. Navy/Black shoes. Sandals are not permitted (health and safety)

Clinical Midwife Managers I: The CMM 1 has a choice of:

Dress: Knee length green dress with lemon epaulettes.

Skirt Suit: Green Tunic with lemon piping on sleeves and pockets. Knee length green skirt.

Trouser Suit: Green tunic with lemon piping on sleeves and pockets. Tunic Top must be mid-thigh length. Navy trousers. Navy/Black socks must be worn. Navy/Black shoes. Sandals are not permitted (health and safety)

Clinical Midwife Specialists:

Navy knee length skirt or navy trousers.

Royal Blue and Navy jacket.

Navy/Black Socks. Navy/Black shoes must be worn. Sandals are not permitted (health and safety).

Midwifery Students Higher Diploma

White tunic with green piping. Hospital Crest.

Bottle Green trousers.

Black/Navy socks. Navy Cardigan only with navy buttons.

Shoes: Closed in rubber soled black/navy shoes. They must be clean and un-scuffed. Sandals are not permitted (health & safety).

Midwifery student BSc (First Year, Second Year, Third Year)

Plain white tunic (no piping), bottle green trousers. Navy/ Black socks. Bottle green fleece cardigan

Shoes: Closed in rubber soled black shoes. They must be clean and un-scuffed. Sandals are not permitted (health & safety)..

Midwifery student BSc (Fourth Year , Internship):

Plain white tunic (no piping), Hospital crest, bottle green trousers

Shoes: Closed in rubber soled black/navy shoes. They must be clean and un-scuffed. Sandals are not permitted (health & safety). Navy/ Black socks . Bottle green fleece cardigan

Clinical Placement Co-ordinator Midwifery (CPCM) :

Trouser Suit: Navy tunic with red piping on sleeves and pockets. Navy trousers. Navy/ Black socks. Navy Cardigan with navy buttons.

Shoes: Closed in rubber soled Navy/black shoes. They must be clean and un-scuffed. Sandals are not permitted (health & safety).

Community Midwifery Staff:

CMM II – Black/Navy Suit.

Staff Midwives – Navy trousers/skirt. Navy Cardigan/Jumper. Navy/Black socks.

Navy/Black shoes. Sandals are not permitted (Health and safety)

Midwifery Students, Community Uniform is navy or black jumper/cardigan. Navy/Black trousers. White shirt/blouse. No Jeans/Cords/Leggings maybe worn.

Shoes: closed in rubber soled, black shoes must be cleaned and unscuffed. Sandals are not permitted (health and safety).

CMM III:

Navy/Black Suit.

Assistant Directors of Midwifery:

Navy/Black Suit.

Night Superintendents:

Navy/Black Suit.

Attendants:

Hygiene Attendant:

Blue striped tunic with navy piping and navy buttons, navy trousers/skirt, navy/black socks navy/black shoes. (Female Staff)

Pale blue tunic, navy trousers, navy/black socks, navy/black shoes. (Male Staff)

Navy Cardigan/or HSE Navy fleece.

Sandals or open backed shoes are not permitted (health and safety).

Catering Attendant:

Green striped tunic with navy piping and navy buttons, navy trousers/skirt, navy/black socks and navy/black shoes. (Female Staff)

Pale green tunic with navy trousers, navy/black socks and navy/black shoes (Male Staff)

Navy Cardigan/or HSE Navy fleece.

Sandals or open backed shoes are not permitted (health and safety).

PPE, white/green catering hat to be worn at times while working in Pantry.

Green apron and gloves used when serving and collecting trays.

Care Attendants:

Pink tunic with navy piping and navy buttons, navy trousers/skirt, navy/black shoes.

Navy/Black socks must be worn.

Navy Cardigan/or Navy fleece.

Sandals are not permitted (health and safety).

9.0 Appendix 2

ACCEPTED UNIFORM SUPPLIERS FOR THE MID-WESTERN REGIONAL MATERNITY HOSPITAL.

Joe Clancy,
Joanne Ross Ltd.,
Leamy House,
Hartstone Street,
Limerick.
Tel: 061 312502.

HL & FB Murphy's,
John Street
Newross,
Co. Wexford.
Tele: 051 421623

Tait Business Centre
Unit 30
Dominic Street
Limerick
Tel: 061 419477

Lireva (Maeve Burke)
Unit 5
Tracklands Industrial Estate
Clonroadmore
Ennis, Co. Clare
065 6864646

Note: For Circulation with Approved documents only

Document Signing Sheet

Department: _____

Document: _____

I/We confirm that we have read and understand the requirements the above document and that I/We are required to comply with its terms.

Name and Title	Signature

Signed: _____ **Date:** _____