

**TO: PROVINCIAL HEADS OF HEALTH**

**AMENDMENT: CIRCULAR TO INFORM PROVINCES ON THE IMPLEMENTATION OF THE NATIONAL NURSES UNIFORM POLICY**

1. The circular is intended to communicate the implementation of the National Nurses Uniform Policy approved by the National Health Council on the 30th of March 2023. It provides for the implementation of the policy in provinces.
2. It applies to all nurses as defined in Section 30 of the Nursing Act, 2005 (Act No. 33 of 2005), those employed in health establishments of the Department of Health, required to wear uniform in the execution of their duties and eligible to receive the uniform allowance under Public Health & Social Development Sectoral Bargaining Council (PHSDSBC) Resolution 1 of 2005. It excludes nursing students; they are expected to buy their own uniform.
3. It gives the expression to the provisions of the PHSDSBC Resolution 1 of 2022 that addresses the conversion from annual monetary allowance to uniform provision by the employer. In addition, the amended circular makes applicable the PHSDSBC Resolution 1 of 2023 Amendment of resolution 01 of 2022: Agreement on the provision of uniform for nurses in the Public Health and Social Development Sector. This resolution which extends the implementation date to 1 September 2024 also provides for the once off payment of the uniform allowance.
4. The circular further gives the expression of the South African Nursing Council Regulations R1740, R1747 and R1201 that stipulate the parameters of wearing uniform in relation to distinguishing devices of different nurse categories and the Public Service Act Regulations: Resolution 1 of 2003 that addresses disciplinary steps for non-compliance.
5. Associated health policies such as Infection Prevention and Control Policy and Occupational Health and Safety Act No 85 of 1998, that address the way the uniform should be worn to reduce the risk of spreading infection in clinical care, provides for protection of healthcare professionals through the wearing of uniform respectively were considered in the implementation of the National Nurses Uniform Policy.
6. The circular should be read in conjunction with the dress code (attached).
7. Uniform transition will start from January 2024 to January 2025 when officials will have received their first-year issue (which is four sets of uniform). During this time, it will be expected that nurses across the country will wear the new uniform from Monday to Thursday and wear any other uniform they currently have from Friday to Sunday. As from January 2026 and on receipt of both year's issue, they will be expected to wear the new uniform every day.
8. A decentralised approach to procurement where provincial transversal tenders will be used.
9. Provinces are responsible for the development of standard operating procedures, procurement, storage, distribution, and training plans for nurse managers involved in logistics and enforcement of the policy. In addition, provinces are also responsible for standardisation in terms of colour, fabric composition and garment quality which are to be achieved through a suitable standardisation authority.
10. The National Department of Health (NDoH) is responsible for policy development, development of uniform specifications and monitoring and evaluation of the implementation of PHSDSBC Resolution 1 of 2022 and PHSDSBC Resolution 1 of 2023.
11. The circular becomes effective on the date of issue and replaces all other circulars on the implementation of the National Nurses Uniform Policy.



**DR SSS BUTHELEZI**  
**DIRECTOR-GENERAL: HEALTH**

DATE: 15/01/2024

## ANNEXURE A

### DRESS CODE

- a) White dress, or maroon pants/skirt with white shirt/top.
- b) Plain flesh matching coloured pantyhose / stockings (without designs) with dresses and skirts. No patterned or fishnet stockings are to be worn.
- c) When wearing pants, knee high stockings are allowed.
- d) White dress code can be worn as daily uniform and on ceremonial occasions as determined by provinces.
- e) Skirts may not be shorter than knee length and not longer than calf length.
- f) Jerseys and jackets should not be worn while an employee is involved in direct clinical care.
- g) Hair to be clean and neat and should be tied up if longer than shoulder length, wigs and extensions should be able to fit into a theatre cap.
- h) Bright coloured wigs and extensions such as (blue, red, yellow, green, purple, and orange) are not allowed.
- i) Hair accessories such as elastic bands and hairclips may be white and maroon. Where hair clips are worn, they must not have the potential to injure employees or patients and must comply with occupational health and infection control standards.
- j) All nurses should wear the official uniform when reporting on and off duty.
- k) Uniform trousers should be full length.
- l) Specialised footwear for medical reasons is for the official's own account. These officials are still entitled to the standard issue pair when that is due.
- m) Jewellery should be discreet:
  - i. One pair of earrings is allowed and should complement the uniform and not pose a risk to patients and staff.
  - ii. A Plain wedding band (with no indentations and precious stones) may be worn while on duty.
  - iii. No jewellery or traditional arm bands are to be worn below the elbow. The only exception is a "Medical Alert" bracelet.
  - iv. No nose or tongue rings are allowed.
  - v. Nails are to be kept short (1-2mm).
  - vi. No nail enhancements like artificial nails and nail polish allowed.
- n) Distinguishing devices should be worn according to SANC regulations.
- o) Employees should always wear a name badge/identity badge when on duty.
- p) Head scarves are not allowed while on duty.
- q) Males should wear brown socks to compliment the colour of the shoes.
- r) Moustache and beard must be neatly trimmed and should be aligned to mask fitness testing prescripts of occupational health.