



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Ospidéal Ollscoile Chorcaí
Cork University Hospital

DRESS CODE POLICY FOR CORK UNIVERSITY HOSPITAL GROUP

Reference Number: PPG-CUH-CUH-131	Revision No: 03	Review Cycle: 2 years
Author (Lead): Marie J McCarthy Services Manager, CUH Group	Owner: Marie J McCarthy Services Manager, CUH Group	
Approver (Lead): CUH Management Team	Approval Date: 18 th January 2018	

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 2 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

Table of Contents

1	Policy Statement	3
2	Purpose	3
3	Scope	3
4	Legislation/Related Policies	3
5	Glossary of Terms and Definitions	3
5.1	Dress Code	3
5.2	Public Business Image.....	4
5.3	Casual Business Image.....	4
5.4	Personal Protective Equipment	4
6	Roles and Responsibilities	4
6.1	Responsibility for complying with the policy	4
6.2	Responsibility for ensuring compliance with the policy	5
7	Procedure	5
7.1	The selection and use of uniforms.....	5
7.1.1	Design of staff uniforms.....	5
7.1.2	Footwear.....	6
7.1.3	Jewellery.....	6
7.1.4	Ties.....	6
7.2	Specialist protective clothing	7
7.3	Appearance.....	7
7.4	Identity Badges	8
7.5	Theatre Scrubs.....	9
7.6	Infection Prevention and Control Issues.....	9
8	Implementation Plan	10
9	Revision and Audit	10
10	References/Bibliography	10
11	Appendices	11
11.1	Appendix I - Staff Uniforms (compulsory / voluntary).....	11
11.2	Appendix II – Appropriate / Non Appropriate Clothing	14
11.3	Appendix III – Tobacco Free United (TFU) Charter	16

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 3 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

1 Policy Statement

All staff in Cork University Hospital Group (CUHG) must adhere to the dress code as outlined in this policy.

2 Purpose

The purposes of this policy are to:

- Project a corporate and professional image throughout the CUHG and HSE.
- Identify staff groups to patients, relatives and visitors.
- Give a positive image of professionalism and cleanliness in the hospitals of the HSE to patients and visitors, by dressing in a manner which is likely to inspire public confidence.
- Comply with Infection Prevention and Control and Hygiene standards and demonstrate this to patients, relatives and visitors.
- Meet Health and Safety requirements.

3 Scope

The scope applies to all medical, nursing and Health & Social Care Professionals

4 Legislation/Related Policies

Norfolk and Norwich University Hospitals – Trust Dress Code and Uniform Policy February 2015.

Safety Health & Welfare at Work Act 2006 .

Safety, Health and Welfare at Work (General Applications Regulations) 2007.

WHO Guidelines on Hand Hygiene 2009.

National Standards for the Prevention and Control of Healthcare Associated Infections – 2017.

5 Glossary of Terms and Definitions

5.1 Dress Code

For purposes of this policy, dress code includes reference to all of the following:

- The use of uniforms for those staff groups for whom uniforms are specified
- Personal dress of staff for whom uniforms are not specified

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 4 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

- The use of specialist protective clothing where appropriate
- The wearing of identification badges / ID cards.

5.2 Public Business Image

For the purposes of this document "Public Business Image" relates to any situation where you are representing the Department (i.e. attending meetings, meeting public, seminars etc.). (Appendix II).

5.3 Casual Business Image

The "Casual Business Image" differentiates from the "Public Business Image" in that it takes account of the fact that many staff will not be required to represent the Department either in meetings with external bodies or by meeting with the public. It also takes account of the fact that many technical staff are engaged in fieldwork or do business in particular operational environments.

5.4 Personal Protective Equipment

Personal Protective Equipment means "all equipment designed to be worn or held by an employee for protection against one or more hazards likely to endanger an employee's safety and health at work, and includes any additions and accessories to the equipment, if so designed". Note that there are specific provisions relating to PPE in the Safety, Health and Welfare at Work (General Application) Regulations 2007. Only that part/those parts of a uniform which is/are specifically designed to protect the safety and health of employees is considered to be PPE. Ordinary working clothes and uniforms do not fall under this definition. See CUH Safety Statement and the General Application Regulations 2007 for further information.

6 Roles and Responsibilities

6.1 Responsibility for complying with the policy

All healthcare staff are responsible for complying with the policy.

Staff members for whom uniforms are specified are expected to wear uniforms specified (Appendix I) and that the other provisions of this dress code are adhered to.

Staff for whom uniforms are not specified

Staff members for whom uniforms are not specified are expected to comply with this policy document. The staff member is responsible to wear specialist protective clothing as provided by the organisation when required (Appendix II).

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 5 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

Staff who need specialist protective clothing

Line managers should ensure that all staff who require specialist protective clothing in their area of work are aware of where to access, how to wear and dispose of same as required.

Third level students / Agency Staff

Third level students on clinical placement and agency staff who work in clinical areas are expected to adhere to this policy.

6.2 Responsibility for ensuring compliance with the policy

Division and Department Heads

- Ensure that staff who are working in the Directorate or department are aware of this policy and the importance of its full and continuous implementation.
- Determine the appropriate dress for staff working in the Directorate or department, taking into consideration the safety and business function of the Directorate or department.
- Ensure that the need for Personal Protective Equipment (e.g. safety shoes, safety gloves, etc.), which may supplement and form an essential part of standard work wear in an area, is considered as part of the risk assessment process.
- Requisite staff uniforms as appropriate
- Ensure that staff members wear uniforms where required and that the other provisions of this dress code are adhered to.
- Ensure that all staff are aware of this policy and that it is implemented appropriately.

7 Procedure

7.1 The selection and use of uniforms

Uniforms are defined for staff groups in Appendix 1.

Any changes to same require prior approval by the CUH Management Team.

7.1.1 Design of staff uniforms

All uniforms purchased must meet the following specifications.

- If used in clinical or dirty areas, the uniforms must withstand wash cycles of a minimum of ten minutes at 60°C.
- Uniforms must be of a design suitable to the work environment of the individual and must meet Health and Safety Standards.

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 6 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

- The number of uniforms purchased or provided must be sufficient to allow for a clean uniform be worn every day as some degree of contamination occurs following a shift, even on a uniform or clothing that is not visibly soiled.
- Uniforms may be dry cleaned

The HSE Logo and CUH logo are the approved hospital logos.

7.1.2 Footwear

- Shoes should be plain black/navy/white, low heeled, leather/leather type with quiet soles, supportive shoes either in lace up or slip on design, shoes must be clean, polished and in good repair, should give adequate support and be strong enough to protect the toes should anything be dropped on the feet and should meet Health and Safety requirements as per section 5.4 and section 6.1. Flip-flops, crocs, sandals, high heels or open footwear are not permitted in any area, as these constitute a hazard. It is recommended that staff keep specific footwear designated solely for use when working within a hospital clinical area.
- Shoes in materials which cannot be adequately cleaned following blood or body fluid contamination are not suitable.
- Trainers may be worn if they are dark, non-porous leather and neat. Trainers made of fabric are not permitted.

7.1.3 Jewellery

- Jewellery must not be worn with the uniform; the only exception is a single smooth band/ring, small stud earrings and a fob watch. Jewellery including wrist watches should not be worn in clinical areas/ during patient contact to compromise good hand hygiene technique.
- All visible body piercing is not permitted with the exception of discreet small ear studs.
- Ear lobe expanding earrings should not be worn.
- This is to convey a professional image.

7.1.4 Ties

- Ties should not be worn if there is a risk of entrapment or entanglement such as when dealing with aggressive client or working with machinery. Should a situation arise where ties must be worn, ties should be either tucked away, removed or be of a clipped on design to allow quick release.

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 7 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

- Ties are not recommended when delivering direct clinical care because of the risk of contamination by pathogens.

7.1.5 Hair

If wearing a hair band, it should be discreet. Hair to be tied back if longer than collar length, in all clinical areas, and additional when handling or serving meals or drinks to patients.

7.1.6 Socks

Navy/black or child friendly socks can be worn.

7.2 Specialist protective clothing

- All staff exposed to or in contact with hazardous substances must be provided with protective clothing. This clothing must be of the correct type to minimise the effects of exposure to the hazard.
- Plastic aprons must be worn when assisting patients with any activity which may result in the dispersal of pathogens and/or procedures causing splashing or blood and bodily fluids.

7.3 Appearance

- Staff members must dress to project a corporate and professional image to encourage public trust and confidence.
- Uniforms must be of an appropriate size, not too large or small and of the appropriate length.
- If under garments are worn for warmth, they must not be visible.
- Staff must presume some degree of contamination even on clothing which is not visible soiled. Hand Hygiene should be performed prior to putting on uniforms
- Staff members must change out of uniform at the end of a shift, prior to leaving the hospital. It is not acceptable for staff to be seen shopping in public or dining in public restaurants whilst in uniform.
- Where locker room and changing facilities are available, employees must travel to and from work in their own clothes. For areas where changing facilities are not provided, the uniform must be covered discreetly for the journey to and from the hospital.
- Hands must be washed after removing uniforms.
- Any cardigans or hospital fleeces worn at work must be machine washable, laundered regularly and not be worn in clinical areas when patient contact is necessary. Staff members should wash their hands after removing uniforms. Shirt sleeves must be short or rolled up above the elbow when delivering any direct patient care /

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 8 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

investigation/assessment and a bare below elbow policy is advised for all staff in the clinical area.

- Tattoos may need to be covered if they are seen to cause offence.
- Nails must be kept short and clean and without nail polish. False or acrylic nails or nail extensions must not be worn. False eyelashes should not be worn in clinical areas. To ensure a professional image is portrayed, minimal make up or fake tan to enhance the appearance is permitted. Excessive amounts of makeup or fake tan is not permitted. Make up and fake tan must not be present as a visual stain on uniform.
- In clinical areas long hair must be tied back and secured off the collar, using minimum accessories. Long fringes should be clipped back off the face, in clinical areas.
- Male staff members should be clean shaven or if they have a beard or moustache, it is kept neat and tidy.
- Daily shower/bath is advised due to close contact with patients and other staff. Deodorants, perfume and aftershave should not be overpowering.
- Where a scarf or a veil is worn as part of a religious observance, staff must ensure that the flow of the garment does not interfere with work practice. The scarf/veil must be changed on a daily basis. Head Scarves must not be worn in Theatre.
- The chewing of gum at work is prohibited in all areas of the CUH complex with the exception of Nicotine Replacement Therapy gum.
- The HSE supports a No Smoking Policy so, to continue the quality of patient care that we provide staff should not be seen smoking in public view whilst in hospital uniform (Appendix III).

7.4 **Identity Badges**

- Every member of staff must wear their hospital identification photo ID swipe card at all times during working hours.
- ID badges may also be worn. They should include name, post holder's title and CUH logo. The approved badges can be ordered from the Services Department.
- Staff involved in the direct patient care of infants and small children must not wear badges in such a way that they may cause injury.
- Badges may require to be removed in order to enable safe patient handling especially if a confined patient may grab the badge.
- Staff who choose to wear ID swipe card on lanyards or 'cloth necklaces' are responsible for ensuring that these lanyards are laundered regularly. CUH approved lanyards incorporate a clip to allow

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 9 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

for emergency removal to reduce the risk of injury. The approved lanyards can be obtained from the CUH shop.

- ID badges should be renewed if the photograph is over five years old or if it fails to match the employee's current appearance. ID badges should also be renewed where there is considerable wear and tear.

7.5 Theatre Attire Policy

See Policy and Procedure on Theatre Attire in CUH PPG-CUH-CUH-10

- Blue scrubs inside Theatre
- Orange or Wine Scrubs outside theatre.
- Green scrubs for anaesthetic nurse in CUMH.

7.6 Infection Prevention and Control Issues

- Studies show that uniforms are frequently contaminated by disease causing bacteria, including staphylococcus aureus, clostridium difficile and glycopeptide-resistant enterococci, which presents a potential source of infection in the clinical setting.
- It is good professional practice and discipline to wear a clean uniform each day and not to wear the uniform outside of the hospital grounds.
- Maximum contamination occurs in areas of greatest hand contact, for example pockets and cuffs allowing re-contamination of washed hands. Higher numbers of organisms have been found on the hands of staff wearing rings and the presence of rings had also been shown to decrease the effectiveness of hand hygiene.
- While hand hygiene is well recognised as the single most important factor in the prevention of cross infection, contact transfer of bacteria from uniforms can also lead to infection.
- Jewellery must not be worn when with the uniform; the only exception is one plain band/ring. Wrist watches should not be worn during patient contact to compromise good hand hygiene technique. Jewellery, including a wrist watch is to be removed on entering a clinical area and not worn whilst in that area (also referenced in section 7.6.1 on jewellery).
- Nails should be kept short clean and tidy and nail varnish is not permitted (also referenced in section 7.3)

7.7 Health and Safety

Employees must fully co-operate with the hospital in meeting their legal responsibilities in relation to the Health, Safety & Wellbeing at Work Act 2005. Clothing and footwear should be appropriate for the type of work individuals carry out, and not expose oneself or others to unnecessary risk.

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 10 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

Potential hazards relating to clothing worn should be considered as part of the risk assessment process. Employees issued with Personal Protective Equipment (PPE) or clothing for their safety must ensure they are worn, stored, used, cleaned, maintained, services and disinfected as appropriate and in accordance with the manufacturers recommendations.

For further information consult the CUH Site Specific Safety Statement.

8 Implementation Plan

The policy and supporting evidence will be available to all departments through Q-Pulse in CUH. Briefing sessions will be held by the Service Manager for Support Services Board (SSB) and the Service Managers Group (SMG).

9 Revision and Audit

Revision

This policy will be revised every two years.

Audit

The Service Manager is responsible for auditing the policy.

10 References/Bibliography

- National Hospital Office Draft National Uniform Policy for Clinical Areas. Health Service Executive, February 2006.
- CUH Site Specific Safety Statement 2017
- Safety Health and Welfare at Work Act 2005
- Tobacco Free United Charter: Office of the CEO HSE (2009)
- Smoke-Free Campus Policy and Procedure in the Cork University Hospital Group 2016 (PPG-CUH-CUH-64)
- Theatre Attire Policy in the Cork University Hospital Group 2015 (PPG-CUH-CUH-10)
- Department of Health Uniforms and work wear – An evidence base for developing local policy. NHS 2007
- HSE Hand Hygiene Observation Audit tool Standard Operating Procedure 2009
- Food Safety Legislation – HACCP Standards 2015
- Uniform and Appearance at Work Dress Code Policy and Procedure – Rotherham Doncaster and South Humber – NHS 2012
- National Standards for the Prevention and Control of Healthcare Associated Infections – 2017.
- CUH Infection Prevention and Control Policies, Procedures and Guidelines 2016

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 11 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

11 Appendices

11.1 Appendix I - Staff Uniforms (compulsory/optional)

Service	Uniform	Type of Uniform (Please note that a " Bare Below The Elbows policy " is advised for all staff providing direct patient care).
Catering	✓	<i>Catering Officers</i> – Female Catering Officers wear, black tunic with black buttons; purple trim on collar, sleeve and left breast pocket. <i>Catering Assistants</i> – Female Catering Assistants wear dark blue tunic & dark navy tailored trousers. Male Catering Assistants wear pale blue shirt and dark navy tailored trousers. <i>Chefs</i> – Chefs wear white chef jackets/tunics and chefs pants. Safety shoes, hearing protection and other PPE specific to catering must be worn in designated areas at all times.
Portering	✓	Navy Trousers, Light Blue Shirt, Black Shoes, Navy Tie & Navy Pullover
Microbiology Lab	✓	<i>General Microbiology</i> – White Coats & Aprons <i>Cat 3 Lab</i> – Blue Gowns & Coats
Laboratory Medicine - Clerical Staff	✓	Black tunic with black trousers.
Medical Records (Optional)	✓	Black Tunic with White Piping & Black Trousers
Emergency Department	✓	<i>Consultants</i> – Light Blue Scrubs <i>Registrars</i> – Bottle Green Scrubs <i>SHOs</i> – Light Green Scrubs <i>ANP</i> – Peacock Blue Scrubs <i>Clinical Facilitator</i> – Blue Scrub Top/Navy Trousers <i>CNM III</i> – Navy Top with stripe on cuff /Navy Trousers <i>CNM II</i> – Navy Scrubs <i>CNM I</i> – Navy tunic with light blue cuff on short sleeves. <i>Staff Nurses</i> – Blue Scrubs <i>Nursing Support</i> – Grey Scrubs
Procurement Personnel	✓	Navy Top/Navy Trousers
Sterile Store Personnel	✓	White Tunic, Navy Trousers
Speech & Language Therapy	✓	Female: Black Trousers/Skirt, Red Tunic. Male: Black Trousers, White polo shirt with red trim <i>SLT Student Uniform</i> - Black Skirt or Trousers with White

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 12 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

		Shirt and Red Cardigan
EEG Technicians	✓	Wine Tunic & Black Trousers
Podiatry	✓	White Tunic with Purple trim Black Trousers
Physiotherapy	✓	White Tunic/ Polo Shirt with Navy Piping on Sleeve and Collar, Navy polo shirt with chartered physiotherapist logo, Navy Trousers. <i>Physiotherapy student:</i> White Tunic/ Polo Shirt, Navy Trousers. <i>Physiotherapy Assistant:</i> Navy Tunic with White Trim, Navy Trousers.
Dietetics (Optional)	✓	White Tunic with purple trim & Black Trousers
Occ Therapy	✓	White tunic with bottle green trim, bottle green trousers and bottle green cardigan. <i>Occupational Therapy student:</i> Bottle green trousers, white tunic top, bottle green cardigan, brown or black shoes.
Housekeeping	✓	Pale blue tunic & Black Trousers. Supervisors: Blue and white striped shirt & black trousers. Male Housekeepers: Pale blue shirt/navy t-shirt with navy trousers and black shoes.
Security	✓	Light Blue Shirt, Navy Jumper, Navy/Black Trousers, Navy Tie
Pharmacy (Optional)	✓	Green tunic & Black Trousers. Purple scrubs in Compounding Unit.
Radiology Radiographers	✓	<i>Female:</i> White Tunic Top (navy trim) or purple tunic/scrub top, Navy Trousers and Navy Cardigan <i>Male:</i> White Polo Top or purple tunic/scrub top and Navy Trousers <i>Radiology Support Technicians:</i> Navy floral patterned top, navy trousers and a navy cardigan
CUH Group:- Nursing and Midwifery	✓	<i>Nursing Students:</i> White Tunic, Navy Trousers. <i>Staff Nurse:</i> White Tunic with Blue and White Striped Border on Sleeves, Navy Pants. <i>Clinical Nurse Managers 1, 2 & Clinical Facilitator:</i> Blue and White Stripped Tunic, Navy Pants/Skirt. <i>Clinical Nurse Managers 3:</i> Navy Blue Tunic, Navy Pants/Skirt. <i>Clinical Placement Co-ordinators:</i> Grey/Lilac striped tunic, navy pants/skirt, (Navy cardigan –permitted outside clinical area). <i>Clinical Nurse Specialist:</i> Lilac Tunic, Black Pants CUH and Navy Pants CUMH. <i>Advanced Nurse Practitioners:</i> Peacock blue scrubs in clinical areas and smart dress in Out-patients. <i>Candidate Advance Nurse Practitioner;</i> – Grey Tunic Top with peacock colour trim and Navy Pants <i>Chemotherapy Outreach Nurses:</i> Pale Yellow Tunic, Navy

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 13 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

		<p>Pants.</p> <p><i>Children's Unit Staff Nurses:</i> Multicoloured Tunic and Navy Pants.</p> <p><i>Agency Staff Nurse:</i> White Tunic, Navy Piping on Sleeve, Navy Pants.</p> <p><i>Midwives</i> – White Tunic & Navy Trousers.</p> <p><i>CMM</i> – White Tunic with Navy Piping & Navy Trousers.</p> <p><i>Nursery Nurses</i> – Pink/White Striped Tunic & Navy Trousers.</p> <p><i>Neonatal Midwives</i> – Cerise Tunic & Navy Trousers.</p> <p>Neonatal Nurses – Cerise Tunic & Navy Trousers.</p> <p>Neonatal Nursing Managers – Purple Tunic & Navy Trousers.</p> <p>Anaesthetic Nurse CUMH – Green Scrubs.</p> <p><i>Pre-Reg Student Midwives</i> – Same as General Students (including epaulets) with CUMH Logo.</p> <p><i>Post-Reg Students</i> – Same as General students with logo and Navy/White epaulets.</p> <p><i>Health Care Assistants</i> - Green Striped Tunic, Navy Pants.</p> <p><i>Delivery Suite</i> – Wine scrubs</p> <p><i>Emergency Room</i> – Wine scrubs</p> <p><i>Theatre CUMH</i> – Blue scrubs</p> <p><i>Nursing/Midwifery Management:</i> Public Business Image <i>CNM3</i> (not involved in delivery of clinical care) <i>Assistant Director of Nursing/Midwifery, Nurse Service Managers, Bed Management Department, Clinical Governance Department</i> - Business Suit i.e. – Dress & Jacket , Skirt & Jacket or Trousers & Jacket.</p>
HSSD	✓	<p><i>General Wear:</i> Scrub suit (top and bottom). Indoor green safety shoes /clogs or overshoes at all times. Hairnets or beard covers if required at all times. Hats at all times. Socks at all times.</p> <p><i>Clean Room:</i> Lint free overalls to cover scrubs. Indoor white safety shoes/ clogs.</p> <p><i>Wash Room:</i> Water proof gowns to cover scrubs. Indoor blue safety shoes/ clogs.</p> <p>Orange scrubs: to be worn on HSSD business outside of HSSD but within the hospital.</p>
Medical Staff Cons/NCHD's	✓	<p>White coat not permitted for direct patient contact. A "bare below the elbow policy" should be maintained.</p> <p>Orange scrub tops can be worn in clinical areas particularly for identification purposes and should be changed daily.</p> <p><i>Medical staff meeting patients/public</i> should wear attire approved to Public Business Image</p>

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 14 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

		Visiting Consultants to the Neonatal Unit must remove their Jackets, remove watches, Jewellery, and roll up sleeves to above elbow.
Radiation Therapists		<i>Female</i> - white tunic with navy trim, breast pocket, and embossed with 'Radiation Oncology CUH'. Navy/black trousers, navy/black, flat shoes. <i>Male</i> - white male tunic, with navy trim and embossed with 'Radiation Oncology CUH', charcoal/black trousers, black shoes.
Theatre	Scrubs	See policy on Theatre Attire PPG-CUH-CUH-10

11.2 Appendix II – Appropriate/ Non Appropriate Clothing

	Personal Clothing for staff for whom uniforms are <u>not</u> specified
Acceptable types of clothing	<ul style="list-style-type: none"> • Blouses • Business Suits (Dress & Jacket, Skirt & Jacket or Trousers & Jacket). • Cardigans • T-Shirts with a jacket • Shirts with ties • Skirts • Smart casual jackets • Trousers
Unacceptable types of clothing	<ul style="list-style-type: none"> • Stained, tatty, grubby or ripped clothing • Belly Tops • Clothing more suitable for social occasions • Camouflage - designed clothing • Clothing bearing images that may cause offence • Combats (with strings) • Crop Tops • Denims • Jeans • Hooded Sweatshirts • Leggings • Clothing which exposes mid-riff • Pedal pushers • Prominent slogan wear • Shorts including knee shorts • Track Suits • Visible body piercing • Skirts which are too short • ¾ Length pants.
High Risk	All ties should be tucked away or removed by staff members working in

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 15 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

Environments	high risk environments where there is staff/patient contact. Shirt sleeves should be either short or turned up above the elbow to ensure good hand hygiene.
Appropriate footwear	Footwear consistent with the attire and safe for use in the work location Safety footwear in specified areas.
Inappropriate footwear	Footwear that is flashy, grubby and excessively dirty. Trainers or running shoes (with the exception of some therapy staff) high heels, corks, flip flops. All shoes should be clean, polished, good repair and meet health & safety requirements. See 7.1.2 for more information. High Heels

Title: Dress code policy for Cork University Hospital Group	Reference: PPG-CUH-CUH-131	Revision: 03
	Active Date: January 2018	Page: 16 of 16
	Approved By: CUH Management Team	
	Author: Marie J McCarthy	

Appendix III – Tobacco Free United (TFU) Charter

HSE has signed the Tobacco Free United (TFU) Charter and appealed to all health care professionals to always ask their patients and clients about their tobacco consumption and give them advice on how to quit.

HSE is also committed to do its best to help and support smokers who would like to stop.

The TFU Charter for Health Personnel commits health staff to being willing to discourage tobacco use of any kind by:

- Presenting themselves as a good role model by not smoking or using tobacco;
- Promoting the designation and maintenance of healthcare service as tobacco free;
- Developing skills to clarify tobacco addiction and motivate tobacco users and relatives to quit;
- Promoting tobacco cessation in your own social life.

Tobacco Free United is a collaborative taskforce which was set up by Health Promoting Hospitals (HPH) in association with the European Network of Smoke Free Hospitals to encourage health professionals, hospitals, health services, individuals and organizations to work towards a tobacco free society.

The organisation aims to ensure that hospitals and health services become settings of good practice in themselves and work towards a Tobacco Free Society. This means hospitals and health services work together with Public Institution, Voluntary Organizations and other community partners for a tobacco free world.

Tobacco consumption is the single most preventable cause of death and disability in the world. In 2008, tobacco killed more than 5 million people world wide – by 2030 the death toll will exceed 8 million a year, if society does not react. Tobacco kills more than tuberculosis, Aids/HIV and malaria combined. Tobacco smoke harms every organ of the body and kills up to half of its consumers. There is no safe level of exposure to second hand smoke.

Second hand smoke exposure contributes to a range of diseases including heart disease and many cancers. The health consequences related to tobacco consumption impact severely on the health budgets of countries around the world. Socially disadvantaged populations are the most at risk and carry the greatest burden of premature death and disease.

Please be advised that e-cigarettes are also not permitted on the CUH Campus.