

Professional Attire (Uniform) Compliance

Nursing and Midwifery students are representatives of the University as well as the professions of Nursing and Midwifery.

Students must ensure they uphold standards of professional behaviour and presentation at all times including the wearing of the JCU Nursing and Midwifery uniform. The JCU Nursing and Midwifery uniform must be worn during clinical skills workshops and while on professional experience placement (PEP).

Students who present to classes without being suitably attired in the correct uniform will not be permitted to attend their class. Students who are unable to rectify their uniform immediately will be refused entry and marked absent.

Students who present to PEP without being suitably attired and are unable to rectify their uniform, may be stood down by the health facility.

If a subject activity is being conducted in a clinical skills laboratory that does not require the wearing of a uniform, students are expected to wear casual clothing that would be suitable for attending a healthcare facility in a professional capacity. Footwear requirements remain unchanged and must be met at all times in accordance with the JCU's [WHS-PRO-013 Laboratory Safety Procedure](#).

STANDARD OF DRESS

Students are required to present a professional image through wearing the uniform in an appropriate manner, i.e. ironed, clean, neat and tidy at all times including wearing the uniform while travelling to and from the university, at all times while on campus or any other university business.

Students must also comply with infection control standards and guidelines for direct care delivery used in contemporary healthcare practice. These requirements include having no clothing or jewellery below the elbows while in uniform.

The polo shirt is not a casual dress item, it must only be worn with the complete uniform including uniform pants and shoes. It is inappropriate for students to wear this uniform while shopping or at social events.

Uniform items showing significant wear and tear should not be worn.

Modesty must be maintained and undergarments must not be visible.

IDENTIFICATION BADGES

Students' JCU clinical ID card and year level card must be worn at all times while on professional experience placement. Clinical ID badges, including the photograph, must not have any stickers added or be modified in any way.

FOOTWEAR

Navy or black shoes that are **fully closed-in and impermeable to sharp objects and fluids** must be worn at **ALL** times. Footwear must have a non-slip sole and heels that are in a good condition. Footwear must be fastened or buckled as appropriate at all times.

The following shoe types are **unacceptable** and **are not permitted** to be worn in any setting while wearing the uniform:

- | | |
|-----------------|-----------------------|
| Boots | Strap style shoes |
| Ballet slippers | Thongs and clogs |
| Sandals | Material sports shoes |
| Backless shoes | Fashion slip on shoes |
| Scuffs | Crocs |
| Stiletto shoes | Fabric Skechers |

Wearing inappropriate footwear places you at risk of injury through crushing, sharps, slips or falls, as well as potential exposure to chemicals or body fluids.

JCU's [WHS-PRO-013 Laboratory Safety Procedure](#), indicates enclosed footwear must be worn in clinical skills laboratories **at all times** including during self-directed learning activities.

WATCHES

A nurse's analogue fob watch is required. Wrist watches, fitness trackers, or any other kind of wearable device must not be worn.

HAIR

- Hair must be neat, tidy and clean.
- Long hair is to be held back AND must **not be worn below the collar** of the uniform shirt (this includes long hair that is in a ponytail, it must be above the collar).
- No ribbons, bows, or glitter is permitted.
- Facial hair must be clean and neatly trimmed. Male students must be clean shaven for mask fit-testing to meet [Workplace Health and Safety Queensland's](#) safety standards.

JEWELLERY

- A maximum of two small stud earrings in each ear is permitted; there should be no other visible piercings. Sleepers are not permitted unless they sit flat on the lobe of the ear.
- Medical identification necklaces are permitted and preferred, the chain must be long enough to ensure the medallion can be hidden under the shirt. While medical identification bracelets are permitted they must not interfere with performing hand hygiene.

- No jewellery is allowed on arms/hands except one flat plain metal band ring with no gemstones.
- No other visible jewellery of any sort is permitted including any other facial or body piercings.

HAND HYGIENE

Fingernails must be clean, short (< 3mm) with nothing adhered to the nail (no nail polish, acrylic nails, gel tips or artificial nails of any type).

Any breached skin (cuts, dermatitis or abrasion) must be covered with a waterproof film dressing.

TATTOOS

Any visible tattoos must be non-offensive nor promote antisocial behaviour.

PERSONAL HYGIENE

Students must maintain personal hygiene for the comfort of themselves and others. Perfumes and colognes must be kept to a minimum to avoid triggering allergic reactions in susceptible people.

CULTURAL OR RELIGIOUS ATTIRE

Headwear: A plain navy or white head covering/hijab that is tightly fitted with the face fully visible are acceptable. Wearing of turbans is acceptable as long as their cleanliness is maintained.

Long-sleeved undergarments must only be worn to ensure compliance to cultural dress requirements so long as the sleeves can be pushed up to comply with infection prevention and control principles. (e.g. when performing clinical procedures).

Students are expected to make reasonable adjustments to their personal attire in order to meet the occupational health and safety and infection control requirements of healthcare practice, therefore wearing of any symbolic jewellery must comply with these requirements as stated above.

FEMALE UNIFORM

The female uniform comprises:

- JCU approved polo shirt:
 - 'Nursing' on sleeve for BNSc.
 - 'Nursing Midwifery' on sleeve for BNSc-BMid.
- JCU approved navy tailored cargo full length trousers (not hipster style).
OR
- JCU approved navy culottes.
- If stockings are worn, these must be navy or neutral in colour.
- No coloured socks; only navy, black or white ankle socks are permitted.
- JCU approved navy vest.
- Jackets or cardigans must not be worn in clinical skills workshops or in patient contact areas.

- *Shoes:*
 - Fully closed-in and impermeable to sharp objects and fluids.
 - Non-slip sole and heels that are in good condition.
 - Footwear must be fastened or buckled as appropriate at all times.



MALE UNIFORM

The male uniform comprises:

- JCU approved polo shirt:
 - 'Nursing' on sleeve for BNSc.
 - 'Nursing Midwifery' on sleeve for BNSc-BMid.
- JCU approved navy tailored cargo full length trousers (not hipster style).

OR

- JCU approved navy tailored straight leg or cargo style loose fitting shorts to knee length.
- No coloured socks; only navy, black or white knee high or ankle socks are permitted.

- JCU approved navy vest.
- Jackets or cardigans must not be worn in clinical skills workshops or in patient contact areas.
- *Shoes:*
 - Fully closed-in and impermeable to sharp objects and fluids.
 - Non-slip sole and heels that are in good condition.
 - Footwear must be fastened or buckled as appropriate at all times.



SUPPLIERS

The supplier for the JCU Nursing and Midwifery uniform is:

Townsville

[Tropic T-Shirts](#)

7 Castlemaine Street

Kirwan QLD 4817

PH: 47231990

Cairns

[Southern Cross Safety and Workwear](#)

Unit 2, 4 Mt Finnigan Court

Smithfield QLD 4878

PH: 40383838

Mackay and Mt Isa students can order uniforms online as per below.

The hotline contact number is (07) 47231990. The uniform can also be ordered online:

<https://www.tropictshirts.com.au/product-category/jcu-nursing/>

Alternative pants style: Neat n Trim (Nnt) Unisex Next-Gen Antibacterial Active Rontgen Scrub Pant – Midnight. These are available online:

<https://www.totallyworkwear.com.au/products/nnt-unisex-next-gen-antibacterial-active-rontgen-scrub-pant-midnight-catq4f>

JCU Nursing and Midwifery approved navy vest can be ordered online from Georgio Clothing:

https://www.georgioclothing.com.au/store/Ladies_Outerwear/NNT_Uniforms_Ladies_Zip_Vest_%28CAT745%29

https://www.georgioclothing.com.au/store/Mens_Outerwear/NNT_Uniforms_Polar_Fleece_Vest_%28CATFG6%29

Ordering Instructions for vests:

1. Select 'add an embroidery to your product'
2. Select 'add a stock logo'.
3. Select James Cook University, Nursing and Midwifery which is automatically set to be embroidered in white thread to the left chest. Additional cost: \$8.00.

MIDWIFERY CONTINUITY OF CARE EXPERIENCE MINIMUM DRESS STANDARD

The JCU Nursing and Midwifery uniform is not required when students are attending midwifery continuity of care experience appointments or labour and birth.

Students must present in professional attire and be identifiable as a JCU student. The JCU Clinical ID and year level badge must be visible.

Minimum dress requirements

For BNSc-BMid students who commenced in 2021:

- JCU purple scrub top with navy uniform pants.
- Closed in shoes as per uniform guidelines.
- Watch, hair, jewellery, hand and personal hygiene and tattoo requirements are as per uniform guidelines.
- Do NOT wear the JCU clinical uniform polo.

For BNSc-BMid students who commenced prior to 2021:

- JCU CCE scrub shirt with JCU with navy uniform pants.
- OR
- JCU Polo (not your clinical uniform polo) with knee length dress shorts or skirt, three quarter pants or tailored slacks.
 - Closed in shoes as per uniform guidelines.
 - Watch, hair, jewellery, hand and personal hygiene and tattoo requirements are as per uniform guidelines.

CCE scrub tops are available for \$22.50 each + postage at the following link: <https://www.medshop.com.au/products/cherokee-scrubs-workwear-4700-ww-top-traditional-classic-orchid>

Ordering Instructions:

1. Select 'add custom embroidery to product'
2. Select 'add a stock logo'.
3. Select graphic with location set as 'left chest'
4. Click 'add graphic' for James Cook University in the Medshop library which is automatically set to be embroidered in white thread.
5. Optional: Adding a second custom embroidery on the right chest with your name for an additional charge of \$5

Approved Feb 2023

Dr Maude Chapman

Acting Head – Nursing and Midwifery

For Review March 2024