Nursing and Midwifery

JAMES COOK UNIVERSITY AUSTRALIA

Professional Attire (Uniform) Policy

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 clinical skills laboratories without being suitably attired in the correct uniform will not be permitted to attend their lab. 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, will be stood down by the health facility.

If a subject activity is being conducted 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 / scrub top is not a casual dress item, it must only be worn with the complete uniform including uniform pants and shoes.
Uniform items showing significant wear and tear should not be worn.
Modesty must be maintained.

IDENTIFICATION BADGES

A JCU approved name badge must be worn and clearly displayed at chest height at all times during attendance at clinical skills workshops and while on professional experience placement. The name can include either the full name or first name only and preferred first names are considered acceptable on a name badge e.g. 'Kathy' instead of 'Kathleen'.

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.

The supplier for the JCU approved name badge is Name Badges Australia.

Complete the online order form.

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 | Clogs
Sandals of any description	Slip on shoes
Scuffs	Fabric sports shoes or sketchers

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 fob watch with a seconds hand feature is required. Wrist watches 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).
- Facial hair must be clean and neatly trimmed. Male students may require to be clean shaven for mask fit-testing to meet Workplace Health and Safety Queensland's safety standards.

JEWELLERY

- Jewelry should be removed wherever possible.
- Piercings should be discrete.
- Studs or small earrings that sit on the lobe of the ear and do not pose a hazard are allowed.
- 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/wrists except one flat plain smooth metal band ring with no gemstones.

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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.

UNIFORM

The uniform comprises:

- JCU approved Neat N Trim (NNT) scrub top
  - 'Nursing Student' on left side of chest BNSc.
  - 'Midwifery Student' on left side of chest for BMid.
  - Embroidery centre back of top
- JCU approved NNT navy scrub pants
- If stockings are worn, these must be navy or neutral in colour.
- JCU approved NNT navy vest.
- Jackets or cardigans must not be worn in clinical skills workshops or in patient contact areas.

Note: Students who commenced prior to 2026 may continue to wear the JCU polo shirt with Nursing or Nursing and Midwifery on the sleeve

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.





Unisex





Ladies







SUPPLIERS

The supplier for the JCU Nursing and Midwifery uniform is:

Townsville
Totally Workwear
184 Hugh Street
Currajong
(07) 4725 8166

Cairns
Southern Cross Safety and Workwear
Unit 2, 4 Mt Finnigan Court
Smithfield QLD 4878
PH: 40383838

Mackay
Totally Workwear
Northpoint Retail 8
10 Windmill Crossing
Mackay, 4740
(07) 49985436

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

- 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 at the following link:
https://www.medshop.com.au/products/cherokee-scrubs-workwear-4700-ww-top- traditional-classic-orchid

Ordering Instructions:

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

Approved Jan 2026
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For Review March 2028