

Dear Colleagues,

I am writing to reiterate the expectations for all staff within Peri-Operative Care regarding full compliance with the Cardiff and Vale UHB Dress Code Policy (May 2025 - [Cardiff-and-Vale-UHB-Dress-Code-Policy--May-2025](#)). This policy exists to ensure professionalism, patient confidence, safety, and the highest standards of infection prevention and control across our services.

Since being in post, I have noticed elements of the policy are occasionally not being followed. As a clinical board, we cannot allow variation in practice when it comes to uniform standards, and it is essential that we address this collectively.

From today, I expect every member of staff, regardless of role, band or area, to fully comply with the Dress Code Policy at all times while on duty.

Key requirements include:

- **Bare Below the Elbow** in all clinical areas - *no exceptions*.
- **Uniforms clean, presentable, and worn only as permitted** (not worn to/from work unless covered, and scrubs must not be worn by anyone not working in theatres).
- **No long sleeves**, nail varnish, artificial nails, false lashes, or eyelash extensions.
- **Minimal jewellery** - plain band ring and small plain stud earrings only; no necklaces or watches in clinical areas.
- **ID badges visible**
- **Footwear compliant**: enclosed, supportive, non-slip shoes (no open-toe/backless footwear).
- **Hair tied back**, neat, and off the collar.

Everyone has personal responsibility for adhering to these standards. Equally, every staff member shares responsibility for challenging and addressing non-compliance when they see it. This is not about policing each other, it is about maintaining a safe, professional environment for our patients and for one another. As leaders within our service, please display the attached poster within your clinical areas and I need each of you to support this consistently:

- ✓ If a colleague is not compliant, raise it respectfully at the time.
- ✓ If issues persist, escalate to the appropriate line manager.
- ✓ If you are unsure about the policy, seek clarification early.

Where individuals choose not to comply, despite reminders, this will be escalated in line with Health Board procedures.

I appreciate that the majority of staff already uphold these standards every day, and I want to acknowledge your professionalism. Ensuring consistent compliance across the whole service is essential, and I know we can achieve this when we work collectively.

Thank you for your cooperation and for the continued pride you take in representing Peri-Operative Care.

Kind regards,
Best wishes,



Gemma Roberts | Interim Lead Nurse | Peri-Operative Directorate

THEATRE TEAM –

UNIFORM & DRESS CODE EXPECTATIONS

(C&VUHB Dress Code Policy May 2025)



Your Professional Image = Patient Safety

All theatre staff must follow UHB Dress Code at all times. These standards protect patient, maintain infection control and support a safe working environment.



SCRUBS – STRICT RULES

Scrubs **MUST NOT** be worn by staff who do not work in theatres
No hoodies in patient or theatre areas



BARE BELOW THE ELBOWS – NO EXCEPTIONS

No watches, bracelets or wrist jewellery (except a plain band ring)



HAIR

- Must be tied back and off the collar
- Fringes must be secured back
- Facial hair must be kept short, neatly trimmed or tidily secured



TATTOOS

Visible tattoos must not be offensive
Staff may be asked to cover tattoos that could cause concern



NAILS

The following are not permitted:

- Nail Varnish
- Gel Nails
- Acrylics
- BIAB
- Nail extensions
- Nail art



OUR SHARED RESPONSIBILITY

Following the policy:

- Challenging noncompliance respectfully
- Escalating repeated issues to Clinical Leaders

