



Adult Social Care

Workwear in Direct Care Services Policy

Version 5.1

Version: 5.1 FOI Status: Controlled	Derbyshire County Council Adult Social Care Workwear in Direct Care Services Policy	Originally Issued: October 2009 V5.1 Issued: December 2023 Review due: December 2024 Author: Quality and Compliance
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If you would like to make any comments, amendments, additions etc. please email
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Introduction

This guidance provides information about appropriate workwear within the council's directly provided services. It is important that the guidance is followed to ensure there is consistency across the services for colleagues and for people being supported. Maintaining these standards is an important part of ensuring effective infection prevention and control.

Workwear and Footwear

All employees that are expected to wear workwear is outlined below. Workwear provided needs to allow freedom of movement to ensure safe moving and handling techniques can be used.

The agreed workwear is as follows:

- **unit managers and deputy unit managers** – purple polo top/shirt/t shirt and navy or black trousers/knee length shorts
- **residential social care workers** - turquoise polo top/t shirt and navy or black trousers/knee length shorts
- **senior care workers & day service workers (OA) (grade 7's)** - turquoise polo top/t shirt and navy or black trousers/knee length shorts.
- **day service workers (LD)** – turquoise polo top/shirt/t shirt and navy or black trousers/knee length shorts
- **care workers (grade 5's)** - lime green tunic or polo top/t shirt and navy or black trousers/knee length shorts
- **laundry and domestic workers (residential establishments)** - dark green polo top/t shirt and navy or black trousers/knee length shorts
- **catering team** – refer to catering procedure
- tabards must be worn for food preparation in establishments

If workers choose to purchase their own navy blue/black trousers/knee length shorts these too must form part of their normal work wear and be laundered in the same way. These must be of a similar style and length to those available in the catalogue. If this is due to the size not being available from the supplier i.e., not through choice then reasonable cost will be reimbursed to the worker.

When in the community supporting individuals the wearing of a uniform may be detrimental to the activity or an individual's wishes. It may be appropriate for the worker to wear casual clothing while providing support. This must be agreed with the operational manager and recorded in the individuals PSP.

Whilst supporting individuals within a DCC establishment workers must wear the required uniform as stated above.

Where the role involves moving and handling or there is a risk of injury from falling objects or contact with hoists or wheelchairs for example, flat fully covered supportive shoes must be worn.

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Long hair is to be tied back due to risk from moving and handling tasks and the provision of personal care.

When providing personal care workers must have bare arms below the elbow and to enable effective hand washing. Refer to Infection Prevention and Control Procedure. Therefore, cardigans, jackets or jumpers must not be worn except when supporting an individual outside or the temperature within the building has been compromised.

Extreme Weather

During periods of high temperature, it is reasonable to adopt the wearing of lighter fabric t-shirt and knee length shorts which are provided through the approved supplier.

Laundering of Workwear

Workers must wear clean workwear for each shift. These **must** be left on site to be washed and not be taken home. Workwear must not be worn outside of working times e.g., in the period of free time between split shifts or when supporting individuals to access the community

The workwear must be laundered on site in accordance with the instructions on the label i.e., wash temperature of 60c and tumble-dried. Tumble drying at a temperature of 60c or above will help destroy any bacteria not destroyed by the washing process.

Where your workplace does not provide laundering facilities, you will need to wash these separately at home.

Derbyshire County Council Identification Badge

There is a requirement that all workers have an identification badge. For workers out in the community this must be always with them. Name badges on lanyards which could get caught when moving and handling or during restraint situations should not be worn.

Fingernails

If you work within the catering team or provide personal care or work closely with individuals, then fingernails **must** be kept short. They **must** be clean and free from polish. False nails of any kind **must not** be worn.

Eyelashes

False eyelashes, applied in a strip, must not be worn. Eye lash extensions, applied individually, are acceptable.

Jewellery

Workers may wear a plain ring and plain stud earrings. Wrist watches must be removed at the start of the shift. No necklaces, bracelets or anklets are to be worn. The only exception is a medical

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alert. Any visible body jewellery must be covered with a blue plaster. When these are located on the face and are unable to be covered then a general risk assessment must be carried out to mitigate and agree measures.

Where there is a **clearly stated requirement** for articles of faith to be carried or worn, such as the Kara (an iron bracelet worn by Sikhs), the worker must inform their manager. Whilst every effort will be made to accommodate the requirements of all religions, the carrying or wearing of these articles will be at the discretion of the manager and based on risk assessment. Safety will be the overriding priority.

Workers providing personal care must not wear a watch or monitoring device e.g., Fitbit.

Approval and Authorisation History

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Name	Job Title	Date
Approved by Tanya Henson	Assistant Director	March 2022

Change History

Version	Date	Name	Reason
Version 1	October 2009	Bob Thompson	New document
Version 2	July 2013	Trevor Thacker	Review and update
Version 3	October 2016	Trevor Thacker	Review and update
Version 4	June 2021	Emma Bunton	Review and update
Version 5	September 2023	Quality & Compliance	Review and update – document changed from departmental safety guidance to policy
Version 5.1	December 2023	Quality & Compliance	Update