



NHS Greater Glasgow and Clyde

core brief

Tuesday, 05 July 2016

Message to all nurses and midwives

Standards and Professionalism

As nurses and midwives we are all committed to ensuring that we put professionalism and compassion at the centre of all that we do.

There are a number of polices which set out the standards we are expected to uphold and these help guide us all in our conduct.

The NMC Code contains the professional standards that registered nurses and midwives must uphold and reflects the behaviours and standards that patients and members of the public expect from us. For nurses, the Code puts the interests of our patients first, is safe and effective and promotes trust through professionalism. As such, nurse leaders must ensure that their nursing teams are familiar with the terms of the NMC Code and that the values and principles set out in the Code are not negotiable or discretionary.

As well as the NMC Code to direct and support our practice, nurses have a range of NHSGGC policies to support professionalism. Policies such as the dress code, social media policy and the use of mobile phones merit specific reference and are the centre of this communication.

In respect of the NHSGGC staff uniform and dress policy ([uniform and dress policy](#)) all nursing staff are reminded to:

- Where changing facilities are available staff should change into and out of uniform at work and should change out of uniform at the earliest opportunity at the end of their shift. All staff (including community staff) should not undertake activities in public such as shopping whilst wearing their uniform except where such activities form part of their duties. Uniforms should be covered when travelling to and from work, particularly when using public transport.
- Refrain from wearing cardigans or other over garments. Where this is required the NHS fleece should be worn.
- Ensure that their name and photographic identification badges are visible at all times.
- Wear their hair tied back off the face and up if it is shoulder length or longer. Hair should not touch the collar and ponytails should be above the collar. Extremes of fashion should be avoided with regards to hairstyles/colour.
- Nails should be without varnish, artificial finger nails or nail extensions.
- Refrain from wearing jewellery (including earrings) except a single plain ring and wrist watch. Wrist watches must be removed for hand hygiene and when having physical contact with patients.

- Ensure that footwear is flat shoes or training shoes with discreet markings. Shoes or trainers should be non permeable and should be black, white or navy and fully enclose the foot with no perforations or heel straps.

Theatre nursing staff should adhere to the specific requirements of the standard operating procedures (SOP) in relation to the attire which must be worn in and out of theatre areas.

The NHSGGC Policy on Personal Use of Social Media ([Personal Use of Social Media](#)) relates to what is written/posted/streamed on social media sites by staff in a personal capacity which relates to their work. Nursing staff must think carefully about what they post on the internet and be aware that individual privacy settings are not always sufficient to stop others seeing/distributing content. The NMC have also produced helpful guidance on using social media responsibly ([Social Media Guidance](#)) setting out broad principles to enable nurses to think through issues and act professionally in line with requirements of the Code. Under paragraph 20.10 of the Code, Nurses are required to uphold the reputation of the profession at all times and this includes the responsible use of 'all forms of spoken, written and digital communication (including social media and networking sites), respecting the right to privacy of others at all times'. Nurses should always make sure that their behaviour on social media is in keeping with paragraphs 1.1 and 5 of the Code, treating people with kindness, respect and compassion and ensuring that their duty of confidentiality is not compromised.

The NHSGGC policy on safe use of mobile communication devices ([Use of Mobile Communication Devices](#)) highlights that staff should not use personal mobile telephones within clinical areas (section 8). Personal mobile phones should not be used during working hours. The use of mobile phones should be restricted to break times. This includes nurses in communal areas travelling to or from areas within the hospital.

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