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# UPDATE ON DEVELOPMENT OF NATIONAL NURSES UNIFORM SPECIFICATIONS

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**National Health Council**  
**Dr M Matandela – Chief Nursing Officer**  
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# Background



- Provision of uniform for nurses is the responsibility of the employer, regulated by PHSDSBC Resolution 1 of 2022
- Uniform must be standardised across the profession and country.
- Nursing profession agreed in a Nursing Indaba (2012) to revert to white colour for their uniform.
- However, no national standardised specification existed until now
- Accelerated engagement with provinces and nurses during 2025 & 2026

# Process Followed On Development Of National Nurses Uniform



- Previous specifications - not accepted by the nursing profession.
- Office of the CNO consulted SANDF to benchmark on how they managed to develop standardised specification.
- Referred to DEFCON PROTECT – specialises in uniform specifications and defining of quality of the material
- Nursing stakeholder engagement was conducted where national and provincial nurse leaders met with NDOH and SCM
- Due to urgency, a deviation memo for using one company had to be secured.
- DEFCON PROTECT previously developed specifications for specifications for SANDF and SAPS
- Nurses agreed on the colour description for maroon and white uniform



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# Process Followed On Development Of National Nurses Uniform Specifications



- A need for appointment of an expert for development of national nurses' uniform specifications and quality material was identified
- Consultative stakeholder engagement with provincial nurse managers, SCM and Finance was done
- A service provider that did specifications for SANDF was identified
- A memo for deviation was submitted and approved for appointment of DEFCON PROTECT 04 February 2026
- An inception meeting with DEFCON PROTECT was held on 09 February 2026 with Provincial Nursing Managers where a sample specification for female nurses' dress was presented to the Nursing team and consensus was reached.



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# Process Followed On Development Of National Nurses Uniform Specifications



- Nursing managers meeting with service provider on 20 February 2026, agreed on the actual maroon and white material.
- Also agreed on the specifications for the logos and nurses' lamp.
- Currently specifications for each garment are presented to nursing team every week.
- The expected date for finalisation of all nurses' uniform specifications is 31 March 2026
- Once national nurses' uniform specifications are finalised, they will be given to SCM Cluster for further Management

# Sample Drawings based on Spec



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Illustrations are not to scale and are for guidance only.



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## The style is as follows:

- ◆ round neck with facings
- ◆ centre front and centre back seams
- ◆ have a high waist seam
- ◆ front blouse section to have bust darts
- ◆ front skirt section to have waist darts
- ◆ back blouse and skirt sections to have waist darts
- ◆ centre back seam to be fitted with a slide fastener
- ◆ vent at centre back hem
- ◆ short sleeves
- ◆ body to be fully lined with lining



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**Table 1 – Outer material requirements**

1	2	3
Property	Requirement	SANS standard unless otherwise indicated
<b>Composition, %</b>		1833-1 and SANS 1833-11
Polyester .....	80 ± 3	
Viscose .....	20 ± 3	
<b>Weave</b> .....	4x1 Z-Twill	Visual examination and physical analysis
<b>Mass per area, (free from non-fibrous material), g/m<sup>2</sup>, min.</b> .....	260	79
<b>Number of threads per centimetre <sup>a</sup></b>		7211-2
Warp, min. ....	40	
Weft <sup>b</sup> .....	23	
<b>Breaking strength, N, min.</b>		13934-1
Warp .....	940	
Weft .....	510	
<b>Resistance to pilling <sup>c</sup>, rating, min.</b> .....	3.5 (slight to moderate)	6116
<b>Removable non-fibrous material content, %, max.</b> .....	2	5966
<b>Dimensional changes on laundering, % max.</b>		960: Washing procedure A1
Press dry (warp and weft) .....	3	Drying procedure E
Tumble dry (warp and weft) .....	3	Drying procedure F
<b>Washing, rating, min.</b>		11166, Procedure C
Change in colour .....	4	
Staining .....	4	
<b>Perspiration, rating, min.</b>		105-E04
Change in colour .....	4	
Staining .....	3-4	
<b>Light, rating, min.</b> .....	4-5	105-B02

<sup>a</sup> Suitable resultant yarn linear density: warp 35 tex; weft 33 tex.

<sup>b</sup> Subject to a tolerance of – 10 %.

<sup>c</sup> Wash in accordance with SANS 11108, procedure A before testing them.



# Sample Drawings: Males



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# Conclusion



- Provision of uniform based on nationally approved specifications is supported by the nursing profession and their associations / trade unions.
- National specifications were finalized on 31 March 2026 and handed over to NDOH SCM
- Process may have taken long, but it was important to produce good quality specifications that have no room for rejection by the nurses.



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Thank You



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