



NATIONAL NURSING CLUSTER INTERVENTION ON NATIONAL NURSES' UNIFORM SPECIFICATIONS

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Purpose



- ❑ The purpose of the presentation is to:
- **Appraise organized labour on the process followed to intervene on national nurses' uniform specifications following the release of samples that were not accepted by both nursing management and labour unions**
- **Source National Bargaining Council concurrence of facilitation of the description of the material, colour and patterns of national nurses' uniform**
- **Seek consideration of inclusion of the material description and colour of the national nurses' uniform in the new resolution**

Background



- The national uniform specification were developed in 2023/24 by a task team that was appointed
- The development of the national nurses' uniform was done concurrently with the development of the national nurses' uniform policy
- Upon approval of both the policy and national nurses' uniform specifications in January 2024, both were sent to provinces for implementation
- Four provinces(KZN,MP.LP and NW) sourced service providers
- Upon distribution of samples-lack of standardisation was noticed with regards to **material, colour and the shape of the lamp.**
- **It was against this background that the office of the CNO sought intervention to address the national uniform crisis**



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Process Followed for National Nurses Uniform intervention



- 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 SANDF and SAPS



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Process Followed on National Nurses Uniform Intervention



- 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.

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, logos and nurses' lamp.
- Specifications for each garment were presented to nursing team every week.
- Reviewed nurses' uniform specifications were finalised in March 2026
- **Upon finalisation, national nurses' uniform specifications were submitted to NDOH SCM and Finance Clusters**

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

^a Suitable resultant yarn linear density: warp 35 tex; weft 33 tex.

^b Subject to a tolerance of – 10 %.

^c Wash in accordance with SANS 11108, procedure A before testing them.



Recommendation



- ❑ It is recommended that:
 - The material description and the colour be included in the new resolution.
 - The reviewed specifications be considered as the set standard for the national nurses' uniform across the nine(9) provinces



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Conclusion



- The standardized national nurses' uniform remains the aspiration of the profession to uphold the image of the nursing profession as outlined in focus area, **Social Positioning** of the 1st Nursing Strategy of the country



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