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Dear Colleagues

CHANGE TO NATIONAL UNIFORM POLICY – CLINICAL NURSE MANAGERS UNIFORM

Summary

1. This letter confirms a change to the National Uniform Policy with the introduction of a uniform for Clinical Nurse Managers to be worn at all times when working in a clinical environment. This has been agreed by the Cabinet Secretary for Health and Sport following consideration by the National Uniform Partnership Group and at the recommendation of the Scottish Workforce and Staff Governance Committee (SWAG).

2 We would ask you to make the relevant staff aware locally and to note NHS National Services Scotland will be following up with relevant leads within Boards to initiate the ordering of this new addition to the uniform for Clinical Nurse Managers. We will be updating communications and policy materials including amendments to the national uniform specification table set out within [CEL 42 \(2010\)](#) in due course.

Background

3. Following the publication of the Vale of Leven (VoL) report, the Cabinet Secretary asked that in order to support clinical leadership at ward level; consideration be given to providing a new NHSScotland uniform for Clinical Nurse Managers (CNM).

4. The purpose of this was to improve the visibility of senior nurse leadership, and increase public visibility and accountability of senior nursing leaders within the ward setting – which were key features identified within VoL report and Robert Francis in his report into Mid-Staffordshire NHS Foundation Trust.

DL (2017) 20

Addresses

For action
Chief Executives, NHS Boards
Directors of Human Resources
Nurse Directors
Employee Directors

For information
NHS Board Chairs
NHS Board AHP Directors
NHS Board Pharmacy Directors
NHS Board Medical Directors
Consultants in Dental Public Health
Royal College of Nursing

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5. The original National Uniform policy was developed and agreed in partnership with the trade unions and professional organisations and Health Board Management. At its meeting on 28 April 2016, SWAG Secretariat remitted the National Uniform Partnership Group to explore options to help promote the identity of the Clinical Nurse Managers.

6. Thereafter, work was carried out by NHS Boards and SG Chief Nursing Officer Directorate to define this cohort clearly, and the following definition has been used to determine a 'Clinical Nurse Manager' as:

'a Senior Nurse Leader at band 8A and above that either professionally leads nursing services or professionally leads and manages nurses.'

7. This definition includes nurse directors, associate, assistant deputy nurse directors and Clinical Nurse Managers, and Health Boards have identified there are 540 staff that fall within the scope of this definition.

8. It should also be noted that this staff group, and only this staff group is being considered here, was previously outwith scope of the national uniform policy.

9. Following the work of the National Uniform Group, SWAG committee recommended to the Cabinet Secretary that Clinical Nurse Managers should wear a Burgundy Tunic, as the option that best delivers the policy aim of increased visibility and accountability at ward level. The Cabinet Secretary has now formally agreed and signed off the policy.

Action

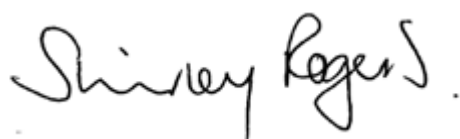
10. In order to get the production of the new national uniform ordered and disseminated to Boards as quickly as possible we are asking you to ensure that the appropriate leads are made aware that NSS will be in contact.

11. Furthermore, it should also be noted that any existing Clinical Nurse Managers who are currently in a uniform will now have to adopt the new Clinical Nurse Manager uniform (Burgundy/smoked berry) when in a ward setting supplied via NSS in line with the national policy.

12. All previous elements of the policy remain as detailed within CEL 42 (2010).

This Letter can be obtained at <http://www.show.scot.nhs.uk/publications/>

Yours sincerely



Shirley Rogers
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