

Professional Image - Guideline for Providence Health Care (PHC) Employees and Leaders

Site Applicability

This guideline applies to all Providence Health Care [staff](#) and contracted employees, at all PHC sites.

Need to Know

PHC believes that the appearance and attire of Staff can impact the trust of the populations we serve. Our patients, clients, residents, families and visitors have high expectations of us as professionals in a health care organization. One way we can meet expectations is to present an appearance that is professional, suitable for the work to be performed and maintains safe standards of care.

Providence Health Care supports the management of 'attire' through a lens of inclusivity and respect for diversity. Clothing worn to meet religious or cultural requirements (such as a kippah, headscarf, or turban) is acceptable.

Guideline

Photo/Security Identification (ID)

Identification badges and name tags are worn at all times to maintain security and should be easily seen and readable.

Work Place Attire

Attire should be appropriate to role and work environment of the staff member.

Examples of appropriate work clothing include the following:

- Clean, tidy clothing in good repair
- Images on the clothing (if any) should be appropriate to the work environment/setting
- Clothing should fit properly allowing for the necessary range of movement for the requirements of the employee's role/duties.

Hair

Hair (including facial hair) is kept clean, neatly groomed and tied back if there is a possibility that it could come into contact with patients.

Fingernails

Nails are kept clean and short as long, chipped and artificial nails are known to harbour bacteria and interfere with effective hand hygiene.

Accessories

Jewellery kept to a minimum in order to ensure effective hand hygiene and avoid injury.

Footwear

Appropriate footwear for the type of work performed, considering personal safety, and in adherence to WorkSafe BC Regulations.

Scent-Free

All PHC sites are scent-free workplaces.

To accommodate individuals who are allergic to strong scents, all staff are asked to avoid the use of scented products such as perfume, cologne and scented aftershave.

Concerns

If it is identified that an employee's attire/appearance impacts their ability to perform and maintain safe standards of care, the employee's supervisor/leader will review the Professional Image guideline and related policies with the employee to ensure professional image expectations are met.

Related Documents

1. [B-00-11-10191](#) - Hand Hygiene (policy)
2. [BCD-13-11-40000](#) - Identification (policy)
3. [B-00-11-10162](#) – Respect at Work (policy)
4. [B-00-11-10159](#) – Standards of Conduct (policy)

Definitions

“Staff” means all employees (including management and leadership), medical staff (including physicians, midwives, and dentists), nurse practitioners, residents, fellows and trainees, health care professionals, students, volunteers, contractors, researchers and other service providers engaged by PHC.

Groups/Persons Consulted:

Senior Leadership Team
 Executive Director Professional Practice, Nursing and Clinical Informatics
 Occupational Health and Safety
 Diversity, Equity and Inclusion
 Human Resources
 Indigenous Wellness and Reconciliation
 Executive Director Leadership Team
 Quality and Safety
 Infection Prevention and Control

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