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5th August 2024

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Dear [REDACTED]

RE: SCCL-FOI-2024/25-064

Thank you for your FOI request received by the FOI office for the following information. Your request has been handled as a request for information under the Freedom of Information Act 2000 and SCCL are able to provide a response in blue below:

- **What is the purpose of the uniform?**
The NHS National Healthcare Uniform project is aimed at transforming the approach to uniform provision across England. The project delivers exceptional value for money, enhanced sustainability, improved professional image and fosters an inclusive culture in which everybody feels seen, respected, and valued. The adoption of a standard approach to colourways will reduce the complexity for patients and visitors leading to easier identification of roles within hospitals, particularly as they become the same across different hospitals.
- **Is it mandatory for all trusts to adopt the uniform?**
No, the decision to adopt the NHS National Healthcare Uniform will be up to individual trusts.
- **If a trust adopts the uniform, can they choose which colourway their HCA'S wear (for example pale blue and not Lilac) to help identify their role?**
The carefully curated colourways were chosen to provide a coherent and recognisable visual system across the NHS. The chosen base colours and contrast trim for the smart scrub top will clearly denote each professional group. NHS trusts who choose to adopt the uniform will be supported by NHS Supply Chain to map roles into the aligned colours, but it is expected that the national approach will be followed.
- **Can a trust opt to return to their own uniform issue, if staff are not happy with the National Uniform?**
As previously stated the implementation of the national uniform is not mandatory and trusts will decide when and if it is appropriate to adopt the uniform. The role out and implementation of the uniforms within the trust will be a matter for them.
- **Who chose the colourways for the staff groups? (not at trust level)**
Chief Nursing Office
Chief Allied Health Professionals (AHP) Office
AHP Professional Bodies
Chief Midwifery Office
Chief Pharmacy Office
Chief Healthcare Sciences Office

In addition, the Royal College of Nursing and Royal College of Midwifery were consulted and kept informed.

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- Initial consultation Patients and Visitors. How many patients and visitors were consulted for their views on a new uniform?
529 individual responses were received from a number of different NHS trusts. In addition, members of Healthwatch UK have been consulted and continue to be involved in the project.
- Workforce Consultation. How many HCA's / Support workers were asked for their views on the new uniform? And what percentage if any, did they make up out of the 50,000 plus responses?
The Nursing Profession made up 56% of the results received by profession to the National Uniform consultation, of this 4230 (21%) were HCAs or Support workers. Results from the Nursing Profession showed that 88% of them were in favour of adopting the NHS National Healthcare Uniform. A full breakdown of the workforce consultation results is available [here](#).
- Wearer Trials, Phase One. How many uniforms of the 1000 issued were set aside for HCA's/Support workers?
NHS trusts who agreed to participate in the wearer trials identified volunteers to trial the garments. NHS Supply Chain requested that trusts participating in the wearer trials included as many roles as possible that were in scope of the project, in order for a variety of staff to have the opportunity to test the garments. Of the feedback received on the garments approximately 10% of that came from HCAs and Support workers.
- Phase Two wearer trials, How many uniforms were issued for trial? and were any given out to HCA'S/Support workers?
135 complete garment sets were issued to two NHS trusts, again, NHS Supply Chain asked the trusts to select volunteers to try and cover as many roles within scope as possible. HCAS were included in phase two of the wearer trials.
- How many wearers from this group responded at the end of the trial?
20 wearers from this group responded at the end of the trial.
- If staff are unhappy with the uniform can they be forced to wear it by their trust?
Implementation of the NHS National Healthcare Uniform is a trust level decision, NHS Supply Chain cannot comment on individual trust policies on uniforms or decisions on implementation processes.

We hope that this response addresses your request. However, if you are dissatisfied with this response, you may request an independent internal review of our handling of your request by submitting a complaint within two months to the postal or e-mail addresses above, quoting the reference number above. If you ask for an internal review, it would be helpful if you could say why you are dissatisfied with the response.

As part of any internal review the handling of your information request will be reassessed by a member of SCCL staff who was not involved in providing you with this response. If you remain dissatisfied after this internal review, you will have a right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act.

If you require any further information do not hesitate to contact the FOI team.

Yours sincerely

FOI Team

Supply Chain Coordination Limited
Management Function of NHS Supply Chain

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