

## Freedom of Information Request: Our Reference CTHB\_307\_17

### You asked:

- 1. The pay-scales for uniformed staff (e.g. nurses, surgeons) linking the pay-scale with the colour of the uniform and any head coverings they generally wear (e.g. while performing surgery) not accounting for religion.**

Within NHS Wales uniforms are not an indicator of pay-band. The All Wales NHS Dress Code 'Free to Lead, Free to Care' underpins the approach in Cwm Taf –

<http://www.wales.nhs.uk/sitesplus/documents/862/Attachment%20-%20NHS%20Dress%20Code.pdf>

Nurses throughout the Cwm Taf area began wearing the all Wales uniform on 1 March 2011. The aim of the new dress code was to make it easier for patients to identify the varying status of health professionals in hospitals. The uniforms consist of a tunic and trousers with the NHS logo clearly displayed, and the uniforms indicate nursing staff who speak Welsh. Sisters and charge nurses wear navy, while clinical nurses wear royal blue. Staff nurses' uniforms are hospital blue, while healthcare support workers wear bottle green and midwives also use postman blue. Nursery nurses wear aqua.

Nurse pay bands - <https://www.rcn.org.uk/employment-and-pay/nhs-pay-scales-2017-18>

Medical and Dental pay bands –

[http://www.wales.nhs.uk/documents/2017-04-06%20%20Pay%20Circular%20M%26D%28W%29%201\\_2017.pdf](http://www.wales.nhs.uk/documents/2017-04-06%20%20Pay%20Circular%20M%26D%28W%29%201_2017.pdf)

- 2. The pay-scales for managers, secretaries and administrators, and similar non-medical staff and any dress code associated with them.**

There is no dress code associated with pay-scales, however The All Wales NHS Dress Code 'Free to Lead, Free to Care' also applies to non clinical staff (link previously included).

Managers, secretaries and administrators, and similar non-medical staff pay bands - [http://www.wales.nhs.uk/documents/2017-04-06%20%20Pay%20Circular%20AfC%28W%29%201\\_2017.pdf](http://www.wales.nhs.uk/documents/2017-04-06%20%20Pay%20Circular%20AfC%28W%29%201_2017.pdf)