Service Policy: PODPOL18 Standards of Dress Policy

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Amendment History:

Version	Date	Author	Reasons for Change
1.0	05/02/08	[redacted]	Organisational policy review and update to accommodate cultural, religious and gender specific needs.
1.1	22/05/12	[redacted]	Annual Review & Name Change
1.2	17/03/14	[redacted]	Annual Review & Change of Format
1.3	25/03/15	[redacted]	Annual Review - with uniform changes pending to be reviewed
1.4	01/04/17	[redacted]	Annual Review - with uniform changes pending to be reviewed in 6 months
1.5	01/04/18	[redacted]	Annual Review – name change
1.6	01/12/19	[redacted]	Annual Review – name changes – change of directorate from Response to POD
1.7	25/03/2024	[redacted]	Annual Review
1.8	12/3/2025	[redacted]	Review and updated review period

Equalities Impact Assessment:

Initial	Full	Date	Reviewed by	Comments
	X		ED&I TEAM	LOCATED ON PORTAL

Civil Contingencies Impact Assessment:

Date	Reviewed by	Comments

Related Documents:

Doc. Type	Ref No.	Title	Location

Distribution List:

Name	Position	Department

Sign-Off List:

Name	Position

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes		URL	
	No	X	Reason	

Legislation:

Title	
	The Management of Health and Safety at Work Regs 1999
	The Health and Safety at Work Act 1974
	The Personal Protective Equipment Regs (as amended 2002) 1992

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	Equality Act 2010
	The Fire Service Act 2004

Contact:

Department	Email	Telephone ext.

PODPOL18 Standards of Dress Policy

1. Policy Introduction and Background:

Merseyside Fire and Rescue Service (MF&RS) sets out the standards of dress required of every member of staff in its Standards of Dress Procedure.

MF&RS recognises that society has changing fashions and styles; however MF&RS is a uniformed public sector organisation providing important services to the communities of Merseyside. Each member of staff is a representative of MF&RS. We require all members of staff to keep a smart and professional appearance when they are at work or at work-related functions. Unconventional or extreme styles of dress/appearance, including, haircuts are not permitted.

2. Policy Explanation:

Personnel are provided with a range of uniform or corporate wear depending upon their role. Employees who may be working, or have the potential to work, in a safety critical environment, such as a fireground, must adhere to certain specified personal safety procedures regarding facial hair and must wear their personal protective clothing correctly at all times in order to ensure their health, safety and welfare. Office based staff must ensure that their appearance is smart , clean and professional

Uniform worn by staff on-duty may comprise of items provided by MF&RS only. Uniform may not be worn by off-duty staff, except when proceeding to and from duty or on other occasions approved beforehand by the Chief Fire Officer or their nominee. A mixture of personal dress and uniform is permitted when travelling to and from duty provided that the overall effect is smart and in keeping with a uniformed public service image.

Particular items of uniform or corporate clothing can be provided in order to meet the needs of pregnant women staff or staff with particular cultural or religious needs which also meet the needs of MF&RS.

It is the responsibility of each member of staff to maintain their uniform, corporate wear or personal clothing in a clean, smart and serviceable condition.

MF&RS sets out its current uniform and corporate clothing detail in its Standards of Dress Service

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Instruction. The Instruction also specifies the personal safety requirements regarding hair, facial hair, jewellery and cosmetics for those working in a safety critical environment.

3. Policy Implementation:

The Service Instructions used to underpin this Policy are:

MFRS employees should familiarise themselves with these Service Instructions:

SI0202	Standards of Dress
S!0026	Personal Protective Equipment Regs 1992
SI0027	Personal Protective Equipment – Non Uniformed Personnel
SI0034	The Protection of Eyes
SI0483	Recognising Operational Personnel in Development
	The Fire Service Act 2004
	The Personal Protection Equipment Regs 1992 (as amended 2002)
	The Management of Health and Safety at Work Regs 1999
	The Health and Safety at Work Act 1974

All Policies can be found on the Website

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