

Manitoulin-Sudbury District Services Board POLICY & PROCEDURES MANUAL	
Section: G. Paramedic Services	Effective Date: April 30, 2019
Topic: 3. Operations Directives	Replaces: March 28, 2017
Subject: 9. Paramedic Uniform Expectations	
Policy No. G.3.9.2019	Page 1 of 2

PURPOSE

To detail for all staff accepted uniform attire for Paramedics and expected presentation when in uniform at any time.

APPLICATION

Paramedics, Paramedic Superintendents, Managers

PROCEDURE

- 1) The uniform items outlined in the Collective Agreement or approved by Paramedic Services are deemed to be the only acceptable attire to be worn by Paramedics on duty; unless otherwise noted.
- 2) Only approved crests, badges, pins or name tags may be worn on shirts, tunics and/or outerwear.
- 3) Paramedics are to report for work at the designated time with full uniform that is clean and pressed. Boots shall be kept in a clean, functional and polished condition. Paramedics shall also be properly groomed to ensure an acceptable appearance. Compliance to this policy shall be both determined and enforced by the Paramedic Superintendents, or Deputy Chiefs.
- 4) Safety boots must meet the established service standards which include, but are not limited to the following:
 - solid black colour only (including laces)
 - CSA approved (green triangle),
 - 8" height rise for ankle support.
 - Lug Sole to allow necessary traction grip.
- 5) Safety boots are always to be worn when on duty. The only exception is when using shower facilities or during the rest periods as defined in Policy.
- 6) Safety boots will be replaced on an as needed basis, prior approval through the Superintendent is required prior to purchase. Manitoulin-Sudbury DSB Paramedic Services will reimburse employees up to a maximum of \$240.00 plus applicable taxes.
- 7) Paramedics are responsible for all issued items and may be charged replacement cost for items lost/stolen or ruined through employee neglect.

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- 8) Protective clothing available in the ambulance must be worn under circumstances for which it was designed, to protect the employee.
- 9) As in all health areas, the problem of bacterial and viral contamination needs to be considered; therefore, it is in a Paramedic's interest and that of his/her family that Paramedics change into or out of their uniforms at work. Where Paramedics elect not to do so, the following conditions apply:
 - a) Uniforms may be worn by Paramedics only while travelling directly to and from his/her place of employment and residence;
 - b) While performing job related functions;
 - c) Parts of the uniform are not to be worn with street clothes.
- 10) All uniform items remain the property of Manitoulin-Sudbury DSB Paramedic Services and are to be returned upon termination of employment.
- 11) Paramedic Services reserves the right amend uniform requests to ensure all Paramedics an appropriate uniform issue. A Paramedic Services Deputy Chief will resolve any conflict.
- 12) Issued uniforms shall always be worn by all Paramedics on active duty, including during periods of approved rest and during education sessions, but excluding when on-call.
- 13) Paramedics shall be required to have on their person the approved Ministry of Health and Long-Term Care issued photo identification card, and Paramedic Service issued ID/JBS card, when in uniform.
- 14) A complete change of uniform attire shall be maintained at the station where the employee is working.
- 15) Facial hair must be neat and trimmed and may not interfere with the operational function of the designated respirator. The current 3M N-95 Respirator and CSA Z-94 requires that facial hair must clean shaven (skin to mask) so as not to underlie the seal of the respirator.

REFERENCE

- Collective Agreement
- Policy Directive: Care and Transportation of Communicable Disease Cases
- Policy Directive: Rest Periods