

S-HR13 Uniform and Workwear Policy

Purpose	To outline the expected standards of dress and presentation for Council employees.	
Department	Governance	
File No.	PER/0602	
Related documents	Uniform and Workwear Procedure	
Council Meeting Date	22 July 2026	
Minute Number	153.07.2026	
Next Review Date	Four (4) years from Council Resolution Date	
Review History	312.08.09	20 August 2009
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	109.05.2018	17 May 2018
	186.09.2020	22 September 2020

1 Definitions

<u>Council</u>	Flinders Council
<u>Employee</u>	Persons who are engaged for employment by Council in a permanent, fixed term or casual basis.
<u>Corporate Attire</u>	Clothing worn while undertaking work duties, including Council-issued, logo-branded, and privately supplied items.
<u>Indoor staff</u>	Employees primarily performing administrative or office-based duties.
<u>Logo</u>	The Flinders Council logo as per the current style guide.
<u>PPE</u>	Personal Protective Equipment.
<u>Outdoor staff</u>	Employees primarily performing operational or field-based duties, including Works and Airport staff.
<u>Workwear</u>	Clothing worn by outdoor staff to perform operational duties, excluding PPE.

2 Objective

To set clear expectations for all employees on standards of dress and presentation in the workplace. To support a professional and consistent image of Council.

3 Scope

This policy applies to all Council employees.

4 Policy

It is the Policy of Council that;

- All employees dress in a manner that reflects a professional and consistent image of Council;
- Employees only wear Council uniform while at work and commuting to and from work, including reasonable personal activities during commuting. Wearing Council uniform on weekends or out of working hours is not permitted;
- A professional image shall be maintained whilst in uniform;
- Council issued uniform and workwear must be worn as intended and required;

- Clothing must be clean, neat and in good condition; and
- Employees must comply with all relevant Safety requirements, including the use of appropriate PPE at all times.

5 Uniform Allowances

Council will provide a financial uniform allowance to all permanent staff.

6 Return of uniform

All uniform and workwear items displaying the Council logo must be returned to the employee's direct supervisor upon cessation of employment.

6 Legislation and Council Related Policies

- Work Health & Safety Act 2012 (Tasmania)
- O-HR13-P Uniform and Workwear Procedure

7 Responsibility

The responsibility of this policy rests with the General Manager. The Manager of each department is responsible for providing oversight of their employees' compliance with this policy.