1.0 GENERAL

This set of uniform standards applies to all St. John Ambulance (SJA) Community Services (CS) members in Ontario at any time they are on-duty or wearing the uniform of SJA. This manual replaces all previously published uniform standards.

Abbreviations used in this manual:
CSU – Community Services Unit
CSC – Community Services Committee
SJA – St. John Ambulance
AMFR – Advanced Medical First Responder

The St. John Council for Ontario (Council for Ontario) and its Standard Committee reporting to the Council Board are responsible for the development of uniform standards. While not all authorized items are supplied by SJA to the member, only authorized items shall be worn and authorized items shall only be worn as outlined in this manual. Items not authorized through this manual shall only be worn with written approval from Council for Ontario.

The standards in this manual shall be in effect as of October 15, 2015. Following the release of this manual no branch shall purchase or acquire uniform items not authorized by this standard. It is understood that this is a living document and will be open to revision as required to meet the current needs of St John in Ontario.

SJA Uniforms shall only be worn for authorized SJA functions, events and public duty. Authorization to wear uniforms is delegated as follows:

Council for Ontario retains ultimate authority over the wearing of SJA Uniforms in Ontario. Council for Ontario, through the Council Board, Standards Committee and senior Provincial Office staff, is responsible for providing uniform standards and appropriate guidance to branches. Council for Ontario is not directly responsible for the provisions and supply of uniforms for branches. Council for Ontario may designate preferred uniform suppliers that will deliver the uniform to specifications.

Branches are responsible for setting local operating procedures and guidelines with respect to the supply and provision of uniforms to the members. Branches and branch boards do not have the authority to approve uniform changes or deviations, except as outlined in these uniform standards. In some situations more than one option is provided for a particular uniform item. In these situations it is generally expected that one of the options will be selected as the standard for the unit.
2.0 AUTHORIZATION TO WEAR THE SJA UNIFORM

Authorization to wear the SJA uniform items is delegated as follows:

- Members of a SJA branch are permitted to wear a uniform for the provision of Community Service at branch authorized community services events, and while travelling to and from events. Members are also permitted to wear their uniform at branch events as directed by the branch and for Community Service meetings as directed by the Unit Chief/Coordinator. This also includes events or functions, duties or events of a different branch or CSU, provided approval for attendance has been granted by the members’ CSU Chief or Coordinator. Members are also permitted to wear a uniform as directed by Council for Ontario, such as to Council events.

- Representatives of Council for Ontario are permitted to wear uniform items appropriate to their position at their discretion. Generally this includes the provision of Community Service, attending branch or Council for Ontario events, and in other situations while conducting SJA business that is deemed appropriate.

- Identifiable articles of SJA uniform items shall not be worn unless authorized by this manual.

- Identifiable articles of SJA uniform items shall not be worn in combination with non-approved clothing. For example, an MFR uniform shirt shall not be worn with blue jeans.

- Rank epauletties as approved by Council for Ontario bearing the rank as authorized by Council for Ontario through the Ontario Operating Regulations shall be worn at all times the uniform is worn.

- All uniform items issued to a member shall be maintained in good condition and kept clean.

- Only uniform items approved by this standard or otherwise approved in writing by Council for Ontario shall be worn on or with the uniform.

- Only authorized pins and badges shall be worn with uniform. Permanent pins and badges are authorized by this manual, and temporary pins and badges shall be authorized in writing by Council for Ontario, through the Council Board, Provincial Office or Standards Committee.

- Remembrance Day poppies are authorized for wear on uniforms from October 15 until November 11 (end of day) or until the completion of Remembrance Day services. Poppies shall be worn on the left lapel of the tunic, or on the left pocket flap of the shirt. Where there is no pocket flap or where wearing it in that location is deemed to be inappropriate, the poppy may be worn on the left collar.
Disposal of SJA uniform items once they are no longer serviceable shall be at the discretion of the branch. Items bearing SJA cresting or the SJA logo shall be retained by the branch or appropriately disposed of or destroyed - such items shall not be recycled or donated as used clothing while bearing the logos or emblems of SJA.

The branch is responsible for retrieving issued items from members who leave the organization.

3.0 HEALTH AND SAFETY

All members working in an area with traffic hazards (such as at the side a roadway) shall wear high visibility clothing or a safety vest.

No large or dangle-type jewelry shall be worn for the provision of community service.

No scented product should be worn while on duty to respect others who may be allergic or have adverse reactions to such products.

For additional information on service related health and safety, refer to the applicable program and service manual (e.g. MFR Services Manual).
4.0 DRESS UNIFORM

4.01 It is recommended that the following members be provided a dress uniform (Class-A style uniform):
- Branch Staff Officers (Emergency Management, Branch Medical)
- Branch Support Officers (Fleet, Logistics/Stores)
- Unit Chiefs and Coordinators;

4.02 Officers within the Branch will require the permission of the CSC before they acquire a dress uniform. The purchase of uniforms described in this section will be at the cost of the member unless approved for funding otherwise by the CSC. The CSC will consider the following when authorizing additional dress uniforms;
- Unit uniformity overall,
- What the effect will be on other unit members.

4.03 Members currently in possession of dress uniforms may continue to wear those uniforms.

4.04 Dress uniform items supplied by SJA remain the property of the SJA and are required to be returned to the Branch when the member resigns or leaves the CSU/Branch unless released by the CSC.

4.05 The dress uniform supplied by SJA will consist of:
- Hat:
  - Peak Cap is solid black at the Unit level – refer to sections relating to Branch Level Officers and Provincial Level Officers for more information regarding this individuals
  - Cap badge is the same for all members (#1032)
- Tunic
- Pants/skirt
- White long sleeve uniform shirt
- Black clip-on tie with tie clip
- SJA dress belt
- Appropriate rank markings as defined in the Council for Ontario Operating Regulations

4.06 The member will be responsible for the supply of:
- Black socks
- Black shoes
- White undershirt

Please contact the Council for Ontario Provincial Office for specifications regarding the dress uniform.
5.0 ORDERS, DECORATION AND MEDALS

5.01 Order of Precedence based on the Canadian Honours and Awards System.

Refer to the "Wearing of Orders, Decoration and Medals" pamphlet that is produced by the Office of Governor General of Canada and adapted for St. John use by the St. John Priory of Canada. This pamphlet is available from the Council for Ontario Provincial Office.

5.02 Wearing of Orders, Decorations and Medals

Orders, Decorations and Medals will normally only be worn with uniform on the following occasions:

- Investitures;
- Annual inspections;
- Church parades;
- Funerals and memorial services; and
- Other ceremonial occasions when ordered to do so.

Breast Stars (Knight/Dame)

The Star of an order is worn on the left breast below medals and centred on the vertical pleat of the pocket below the button flap. Female members wearing uniform with no breast pocket will wear the star on the left breast about six inches above the waist;

Neck Badges (Knight/Dame, Commander)

The neck badge of an order is worn around the neck with the wide not miniature ribbon under the shirt collar and the badge over the tie immediately below the knot. If the wearer is in possession of more than one neck badge, that of the senior order will normally be worn around the neck and that of the next senior order will be worn suspended by its ribbon which will emerge from the top buttonhole of the tunic with ¾ inch of ribbon showing. No more than 2 neck badges will be worn at one time;

Other Decorations and Medals (Officer, Service Medal of the Order)

Other decorations and medals are worn on the left breast of the tunic so that the top of the medals are centred on and just covering the medal ribbons sewn on the tunic;

Life Saving Medals of the Order

Life Saving Medals of the Order are worn on the right breast of the tunic in the same manner as other medals are worn on the left breast of the tunic.
5.03 Mounting of Orders, Decorations and Medals

Orders, decorations and medals may be worn either loose or court mounted, but the length of the ribbon and medal together will be exactly four inches from top to bottom. They will be mounted in order of precedence with the senior at the end furthest from the left shoulder. If more than five or six medals are worn, they will be overlapped with the senior showing in full. The width of the medal bar will be determined by the physique of the wearer, but normally will not exceed that of six medals without overlapping. The medal bar must not project beyond the edge of the lap and the arm of the seam of the tunic.

- **Loose Mounting** – the ribbons are sewn over a pin bar with the metal hanging free, their lower edges in a straight line. Loose medals are not normally electroplated, and must be polished before being worn;

- **Court Mounting** – The ribbons and medals are mounted over a stiff panel of appropriate size with the lower edge of the panel in line with the center of the medals. Ribbons and medals are sewn to the panel and do not hang free. Lower edges are in a straight line. Medals which are court mounted are normally electroplated before being mounted, so that polishing is not required;

- **Clasps or Bars to Decorations and Medals** – the first clasp or bar to a decoration or medal is positioned midway between the top and bottom edges of the ribbon. Where two or more clasps or bars have been awarded, they will be evenly spaced on the ribbon with the first one awarded nearest the medal.

5.04 Promotion in the Order – Insignia Changes

On promotion in the Order, the insignia of the junior grade must not longer be worn. For example, on promotion to Commander, the insignia of Officer must no longer be worn on the left breast and will be removed from the other decorations and medals, if any worn there; similarly, the insignia of Serving Member will be replaced by that of an Officer on promotion to that grade.

5.05 Method of Wearing Ribbons

Ribbon of Orders, Decorations and Medals are worn in order of precedence with the senior furthest from the left shoulder. They are sewn on the left breast of the tunic immediately above the top seam of the breast pocket and centred on the pocket. Female members wearing uniform without pocket will wear ribbons on the left breast with the bottom row 1.5 inches below the lower lapel point and centered between the shoulder seam and the edge of the lapel.

The ribbon of the Lifesaving Medal of the Order is worn on the right breast in the same manner.
5.06 Medal Ribbons - Dimensional Characteristics

- The height of medal ribbons are 7/16 inches;
- Normally no more than four ribbons will be worn in a row;
- When more than one row is worn, they will not be more than 1/8 inch apart;
- No row will be shorter than the row above it and no row except the first will consist of a single ribbon;
- Ribbons must not be concealed by the lapel;
- No covering (i.e. plastic or cellophane) will be worn over ribbons.

The following table illustrates the number of ribbons to be worn in one, two or three rows:

5.07 Medal Ribbon Crosses – Silver and Gilt

The first medal ribbon cross is worn centred on the ribbon; two or more crosses are evenly spaced across the ribbon. The same regulation applies to medal ribbon rosettes.

5.08 Flying and Hazardous Skills Badge (i.e. pilot or radio navigator wings or parachute badge)

May be worn on uniform by SJA members entitled to them. Only one such badge may be worn. It will be sewn on the tunic above any medal ribbons and centered on the breast pocket.

5.09 Wearing of other Person’s Decorations and Medals

It is not proper on any occasion to wear decorations and medals which have been awarded to another person.
6.0 UNIFORM STANDARDS FOR BRANCH & PROVINCIAL LEVEL OFFICERS

6.01 Branch Level Officers

Branch level officers are entitled to wear the following uniform:

- White Uniform Shirt with SJA Volunteer Crests (the Unit Identifier for Branch Level Officers shall have the branch name on it)
- Black Military Sweater (as required/directed)
- Black Clip-on tie (as required)
- Black Dress pants or Cargo-style pants
- Black shoes or boots
- Black Belt
- Headwear as appropriate for the function being performed
- Jacket as required

Branch level officers assisting with a community services program may also choose to wear the appropriate uniform for the program and function being performed provided they meet the qualifications normally required by a member (for example, a branch level officer providing MFR event coverage may choose to wear the black MFR uniform shirt and MFR uniform).

Branch level officers that are entitled to wear the rank of “Crown” and above are entitled to wear one silver bar on the peak of their peak cap. All other peaks at the branch level are black.

6.02 Provincial Level Officers

A general uniform for provincial level officers shall be the same as that recommended for the branch level officers. Provincial level officers representing a specific program may also wear the uniform of the program they represent. The unit identifier for provincial level officers shall have on it “ONTARIO”.

Provincial level officers that are entitled to wear the rank of “Crown-2-star” and above are entitled to wear 3 silver bars on the peak of their peak cap.
7.0 MEDICAL FIRST RESPONSE SERVICES - GENERAL UNIFORM STANDARDS

Uniforms shall be worn as directed in this manual. Should a unit or branch be faced with a situation that is not covered by these standards, direction shall be sought from Ontario Council. Deviations from the uniform standard shall only be acceptable with written authorization from the Standards Committee or Council for Ontario.

Uniform shirts, sweaters and jackets of all types shall be worn with the appropriate epaulet covers and with additional pins, badges, and crests as appropriate. Refer to Appendix A for authorized pins, badges and crests and their locations.

The Black Uniform Shirt is the only authorized uniform shirt for general wear by MFR members at public events. White shirts shall not be worn by the general membership for public events. White shirts shall be worn with the Class A dress uniform and may be worn by general membership with Alternative to Dress Uniform (for members without Class A dress uniform).

Youth program members attending MFR events shall wear uniforms in accordance with the Youth Program Uniform Standards, and Campus Response Team (CRT) members assisting with Medical First Response event coverage shall wear their uniforms in accordance with the CRT standards.

Branch and provincial level officers and members of other SJA programs who assist with Medical First Response event coverage shall wear their designated uniforms. Provided they meet the qualifications they may also choose to wear a black uniform shirt and/or general MFR uniform if appropriate.

Uniform shirts shall be properly tucked into pants at all times the uniform is worn.

White Shirts (White Uniform Shirt, White Event Shirt, White Uniform Golf Shirt) shall only be worn at MFR public events by Medical First Response Unit members when their primary function at that event is a supervisory or managerial function and a sufficient number of volunteers are present to justify having personnel designated strictly to these functions (see guidelines below).

Generally white shirts shall only be issued to Unit Chiefs and Deputy Chiefs for these purposes, although special circumstances may make it appropriate for other members to fill these roles, such as:

- Situations where only a few number of members are present do not generally warrant having someone in a white shirt.
- Members who are at an event to provide medical first response coverage who may also have supervisory duties shall not wear white shirts as their primary
function is to provide MFR coverage. As a general rule if the person is intended/intending to perform patient at the event they should be in a black shirt. (NOTE: This guideline does not prevent a person wearing a white shirt from performing patient care if required in certain circumstances, such as coming across a person requiring aid during their other duties or if their assistance is required for other reasons.

- A Unit Chief or Deputy Chief visiting an event for administrative purposes, field evaluations, to resolve an issue that arises and requires their attendance, or other functions not related directly to providing patient care may wear a white shirt.

- Unit Chiefs and Deputy Chiefs visiting another unit should only wear white shirts if they have been requested to fill a supervisory role.

SJA members performing duties that expose them to live traffic or similar hazards shall don a high-visibility safety vest or high-visibility jacket. This standard applies to members working in these situations and includes situations such as stopping at the side of a road to assist with a Motor Vehicle Collision, but does not include activities such as crossing a road.

### 7.01 Medical First Response Services - Uniform Items

The following are the authorized Medical First Response Program uniform items.

**Black Uniform Shirt** - Black “trooper” style uniform shirt with pleated front, front breast pockets with flap, epaulets, MFR Cresting on both sleeves approximately ½” below the shoulder seam and reflective striping (3M® ½” reflective striping on 1” black backing) approximately 1” from the bottom of the short sleeve or ¼” above the turn-up. St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS). Unit Identifier Patch directly below the MFR Crest (touching). Women’s cut and long sleeved options are also acceptable (reflective striping on the long sleeved shirt shall be on the upper arm).

**White Event Shirt** - White uniform shirt with front breast pockets with flap, epaulets, MFR Cresting on both sleeves approximately ½” below the shoulder seam and reflective striping (3M® ½” reflective striping on 1” black backing) approximately 1” from the bottom of the short sleeve or ¼” above the turn-up. St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS). Unit Identifier Patch directly below the MFR Crest (touching). Women’s cut and long sleeved options are also acceptable (reflective striping on the long sleeved shirt shall be on the upper arm).

**White Uniform Shirt** - White Uniform Shirt with front breast pockets with flap, epaulets, MFR or SJA Volunteer Cresting on both sleeves approximately ½” below the shoulder seam Unit Identifier Patch directly below the MFR/Volunteer Crest (touching). Women’s cut and long sleeved options are also acceptable.
Uniform Golf Shirt - Black Golf Shirt in a performance fabric e.g. Coolmax® material with front breast pockets with flap, epaulets, MFR Cresting on both sleeves approximately ½” below the shoulder seam and reflective striping (3M® ½” reflective striping on 1” black backing) approximately 1” from the bottom of the short sleeve or ¼” above the turn-up. Unit Identifier Patch directly below the MFR Crest (touching). St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS). For those authorized to wear white shirts the same shirt may be produced in white in the same configuration.

Volunteer Golf Shirt - Black golf shirt with SJA Volunteer logo embroidered on left breast (SJA Volunteer Logo, not the SJA Volunteer Crest)

Footwear - Footwear shall be black, close toed and close footed shoes or boots. CSA-approved safety shoes or boots are recommended.

Headwear - headwear shall be black toques or ball caps. They may be plain with no markings or emblems or have SJA logo or cresting on the front. Wide-brimmed hats may also be worn if required. Class A uniform Peak Caps may also be worn if appropriate. Black turbans with SJA cresting may also be worn.

Sweater - Black Uniform Military style sweater with epaulets, MFR Cresting on both sleeves and unit identifiers.

Jobshirt - Black Jobshirt sweater with epaulets, MFR Cresting on both sleeves approximately ½” below the shoulder seam and reflective striping (3M® ½” reflective striping on 1” black backing) on the upper arm. St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS). Unit Identifier Patch directly below the MFR Crest (touching).

Jackets - Hi Visibility Jackets - Preferred style is two-tone with High Visibility Yellow at the top and black at the bottom. Reflective striping meeting CSA Class 1 standards or higher. Cresting and lettering shall be applied meeting the same specifications as the uniform shirts. St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS).

St John Ambulance Logo/Branding Patch - 3M® reflective with the International St John Logo with the words St John Ambulance sew on patch applied to the centre of the upper back of uniform items as directed. Text is in two lines with the top line reading “St John” and the bottom line reading “Ambulance”. Logo and Lettering may also be applied to directly to the garment as a 3M® reflective transfer.

Pants - Pants shall be black dress pants, cargo-type pants, or cargo-type pants with vertical reflective striping. Where possible a unit or branch should specify one type of pant to be worn by its members for regular event coverage.
Shorts - Generally members performing event coverage should wear pants, but it is recognized that there are situations where shorts are appropriate. Shorts may be authorized by the unit chief or designate on an event by event basis, and should only be considered in circumstances such as exceptionally hot weather conditions and events where they are appropriate (such as beach events). Shorts may be worn at all times by members who are providing event coverage on a bicycle. Shorts when worn shall be black, knee length walking shorts or cargo shorts and may have reflective striping applied.

Hi Visibility Safety Vest – Members performing event coverage when Hi Visibility clothing is required should wear the five point Velcro closure Hi Visibility lime vest with the 2 inch reflective striping crossing the back. The vest will have the St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS). On the left breast a “MEDICAL” patch will be attached.

7.02 Medical First Response Units - Uniform Standards

Items referred to in these outlines of orders of dress are as described in the section titled “Medical First Services - Uniform Items”.

Items marked “as required” indicates that the member has the option of wearing it if they feel they require it and it has been issued to them or made available to them. Items marked “as directed” indicates that the unit chief or designate will determine if this uniform item is to be worn.

For the purpose of this uniform standard, AMFR-1 qualified members shall be considered to mean members qualified to perform independent patient care (meeting all of the requirements outlined in other Policies and Procedures such as the Medical First Response Services Manual and the NOPP-CS). Religious or cultural garments requiring long skirts or tunics are not appropriate for work uniform wear for safety of member.

7.03 Medical First Response Units - Events - AMFR-1 Qualified Members

- Black Uniform Shirt (white shirt if authorized and appropriate in accordance with MFR General Uniform Standards)
- Black dress pants, cargo-type pants, or cargo pants with vertical reflective striping (or shorts if desired and authorized by the Unit Chief or designate)
- Black Military Style Sweater or Black Jobshirt
- Black clip-on tie (if required)
- Black Socks
- Black footwear
- Headwear as required or directed
- Jacket as required
- Hi Visibility Vest as required or directed
7.04 Medical First Response Units - Events - Members not AMFR-1 qualified

- Black Volunteer Golf shirt
- Black dress pants or cargo-type pants (or shorts if desired and authorized by the Unit Chief or designate)
- Black Military Style Sweater (if required)
- Black clip-on tie (if required)
- Black Socks
- Black footwear
- Headwear as required or directed
- Jacket as required
- Hi Visibility Vest as required or directed

Units are encouraged to have available a supply of jackets with the SJA Volunteer Crest and St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS), however if the standard uniform jacket is all that is available and it is required than these volunteers shall be permitted to wear them. No member shall be denied protection from the elements or safety equipment (for example Hi Visibility Safety Vest at an MVC) because it happens to have a Medical First Responder crest or patch.

7.05 Medical First Response Units - Alternate Dress Uniform (for Members without Class-A Dress uniform or situations where full Class-A Dress uniform may not be appropriate)

- White Uniform Shirt (members who do not have a white uniform shirt may wear black)
- Undershirt if required (white for white shirts, black for black shirts)
- Clip-on Tie
- Black Military Style Sweater (if required/directed)
- Black Dress Pants
- Black Shoes or boots (close toed and close heel)
- Black Socks
- Black dress belt
- Jacket as required
- Officers - Black Peak Cap or Bowler Hat
- Members - Black Beret (if issued and as directed)

7.06 Medical First Response Units - Branch Events, PR Events, Meetings (if directed)

- Black Uniform Shirt for members:
  - White Uniform Shirt for Unit Chief and Deputy Chiefs
  - Black Volunteer Golf Shirt for members not AMFR-1 qualified
- Black dress pants, cargo-style pants, or cargo-style pants with vertical reflective stripe (as directed)
- Black clip-on tie (as required/directed)
- Black Military style sweater or Black Jobshirt (as required/directed)
- Black shoes or boots (close toed and close heel)
- Black socks
- Black belt
- Jacket as required
- Unit Chief or Deputy Chief - Black Peak Cap or Bowler Hat as required
- Members - Black Beret (if issued and as directed)

Note: If this event is occurring outside (e.g. a PR event) and members are exposed to the elements consideration should be given to making the order of dress Standard Event Dress for the members comfort and safety. Uniforms are not required for MFR Unit meetings unless directed by the Unit Chief. The Unit Chief or designate may also direct other orders of dress for a Unit Meeting or other unit functions as required. The unit chief may also choose to have members attend meetings in their SJA Volunteer Golf Shirt.
8.0 CAMPUS RESPONSE TEAM UNIFORM STANDARDS

Uniform standards for campus response teams are as contained in the Campus Response Team Standard Operating Procedures Manual. In general, uniforms for campus response teams consist of a red t-shirt (bearing both a school emblem and the SJA logo) and red jackets.

9.0 THERAPY DOG UNIFORM STANDARDS

9.01 Therapy Dog Members - Dress Uniform for Members without Class-A Dress Uniform

- Black pants/plain black skirt to knee
- White Polo or long sleeved Polo – The shirt shall have the embroidered Therapy Dog Logo on the left breast
- Black socks/nylons
- Black close toe and heel shoes

9.02 Therapy Dog - Dress Uniform

- Black vest with Therapy Dog logo to be used only when handler is in dress uniform

9.03 Therapy Dog Member Standard Duty Wear

- Black pants/plain black skirt to knee/walking shorts at or below knee
- Therapy dog Uniform shirts shall be Red, White or Black Polo, Long-Sleeved Polo, or “Rugby” style. It is expected that the local branch or Unit will select one of these colours to be the standard for their unit. The shirt shall have the embroidered Therapy Dog Logo on the left breast
- Black socks/nylons
- Black close toe and heel shoes
- Jacket (optional) – Black (red and white trim is acceptable) – Therapy Dog Logo on left chest – “Therapy Dogs” on back (optional)
- Hat (optional) – black baseball cap, black sun visor, black bucket (brimmed) hat, or toque with Therapy Dog Logo on the front of the hat.

9.04 Therapy Dog - Standard Duty Wear

- Therapy Dog tag/medallion on collar or harness at neck - compulsory
- Therapy Dog Scarf - optional, but encouraged
- Therapy Dog Event Vest - red – optional but encouraged to be used at booths, parades and non-dress uniform events
- Scarves and vests are not to be used at the same time - one or the other should be used depending on the event/visit and the acceptance of each from the dog.
10.0 CAR SEAT PROGRAM UNIFORM STANDARDS

10.01 Car Seat Members – Clinics

- Red or Black polo shirts (long or short sleeve) with SJA Logo embroidered on the left breast with “CAR SEAT” embroidered under the logo
- Jeans black or blue, good condition (no rips etc. and no low riders) or Black knee length walking shorts as required
- Toques or ball caps as required bearing the SJA Logo
- Black or high visibility jacket as required
- Black vest bearing the SJA Logo as required
- Black Socks
- Footwear - no open toed shoes. Black Safety shoes/boots recommended
- Black or Red Sweater with SJA Logo as required

10.02 Car Seat Members - Workshops/Presentations

- Red or Black polo shirts (long or short sleeve) with SJA Logo embroidered on the left breast with “CAR SEAT” embroidered under the logo
- Jeans black good condition (no rips etc. and no low riders) or black dress pants or black cargo-style pants or Black knee length shorts (as required)
- Black Socks
- Footwear - no open toed shoes. Black Safety shoes/boots recommended
- Black or Red Sweater with SJA Logo as required
11.0 YOUTH PROGRAM UNIFORM STANDARDS

Please see Medical First Response Services – Uniform Items list describing the items specified in the list below.

Items marked “as required” indicates that the member has the option of wearing it if they feel they require it and it has been issued to them or made available to them. Items marked, “as directed” indicates that the unit chief or designate will determine if this uniform item is to be worn.

For the purpose of this uniform standard, AMFR mean members qualified to perform independent patient care (meeting all of the requirements outlined in other Policies and Procedures such as the Medical First Response Services Manual and the NOPP-CS)

11.01 Junior

- White uniform shirt with SJA Volunteer Cresting
- White undershirt with no markings (if required)
- Long sleeve “T” or turtleneck shirts shall be worn only under long sleeve uniform shirts and shall have no markings,
- Black vest with SJA Junior crest on left chest (optional)
- Red sash – can be worn either for every day or just ceremonial
- Black ball cap with SJA logo or beret with cap badge
- black pants
- black socks
- black footwear (black runners are fine)

11.02 Cadet

- White uniform shirt with SJA Volunteer Cresting
- White undershirt with no markings (if required)
- Long sleeve “T” or turtleneck shirts shall be worn only under long sleeve uniform shirts and shall have no markings,
- Black tie – meeting or ceremonial, not on public event coverage
- Black ball cap with SJA logo or beret with cap badge
- Black sweater - either uniform military style or job shirt (job shirt as described in the MFR uniform items, but with SJA Volunteer Cresting, no St John Ambulance Logo/Branding Patch on the back (See SJA Logo/Branding Patch for CS) no reflective striping)
- black pants (no jeans, sweats or tights)
- black socks
- black footwear (black runners are acceptable)
- black tie (as directed)
11.03 **Crusader – AMFR-1 Qualified**

AMFR-1 qualified crusaders shall dress as AMFR-1 qualified MFR members dress for event coverage. Please refer to the MFR uniform standard.

11.04 **Crusader – Not AMFR-1 Qualified**

Crusaders not AMFR-1 qualified shall dress as the non-qualified MFR members. Please refer to the MFR standard.

11.05 **Adult Leadership**

Adult leadership attending events to perform MFR duties shall dress according to the MFR standard and their level of qualification.

Adult Leadership attending an event as a Youth Supervisor and not performing patient care duties should be dressed in as an adult member who is not AMFR-1 qualified.

Adult leadership for meetings and other events (not relating to MFR patient care events) may dress according to the section titled, “Medical First Response Units - Branch Events, PR Events, Meetings”

Units may choose to have a team shirt - something worn during meetings, for first aid competition, camps. This needs to be approved by local branch and meet guidelines for use of trademark material such as SJA logo. They will not be considered part of the SJA uniform.
12.0 HEALTH CARE AND QUALIFICATION IDENTIFIERS

- Medical Doctors (currently licensed with the College of Physicians and Surgeons of Ontario) are entitled to wear Red Piping on the Community Service uniform hat and epaulets.

- Registered Nurses (currently registered with the College of Nurses of Ontario) are entitled to wear Red Bars on Community Service uniform epaulets (single red bar on each epaulet).

- Registered Practical Nurses (currently registered with the College of Nurses of Ontario) are entitled to wear Green Bars on Community Service uniform epaulets (single green bar on each epaulet).

- EMCAs or A-EMCAs (currently employed as such with a Licensed Ambulance Service in Ontario, or an AEC/Paramedic Program of a recognized college or health care facility in Ontario - as evidenced by a current OASIS number or proof of employment, or who hold a current AMFR-1) are entitled to wear Blue Bars on Community Service uniform epaulets (single blue bar on each epaulet).

- EMAs who are currently employed as such with a Licensed Ambulance Service in Ontario (as evidenced by a current OASIS number or proof of employment) are entitled to wear Blue Bars on Community Service uniform epaulets (single blue bar on each epaulet).

- Currently certified Independent Patient Care Providers holding a valid AMFR-1 certification are entitled to wear Orange Bars on Community Service uniform epaulets (one orange bar on each epaulet).

If a member wishes to wear one of the above identifiers then the Unit Chief of the Community Service Unit must check evidence of the applicable qualifications annually.

Only the highest patient care qualification identifier will be worn (e.g. registered nurses with AMFR1 qualifications will only wear red bars).

For information and guidance on uniform standards for programs and services not included in this manual (e.g. ground search and rescue), please contact Council for Ontario.
APPENDIX A – AUTHORIZED BADGES, CRESTS AND PINS

Authorized Pins

Authorized pins may be worn immediately above the name tag in the following fashion:

- If only one pin is worn, it shall be centered over name tag.
- If two pins are worn, they shall be 0.5cm from each end of the name tag.
- If three pins are worn, they shall be 0.5cm from each end of the name tag and the centre pin shall be centred over the name tag.
- If four pins or more are worn, they shall be centred above the name tag; shall form one row; and shall not overlap.
- If Link Badges are worn, pins shall be positioned immediately above.

The following pins are authorized for wear by the person to whom the award was presented:

- Service Award Pin e.g. Therapy Dog Service Pin (one pin may be worn)
- Chaplain’s Cross
- Duke of Edinburgh’s Award Pin (gold, silver, bronze, or leader)
- Nursing School Pin
- Banner Bearer’s Pin
- Other pins as specified in the Honours & Awards Manual
- Provincial Service Award Pin
- Provincial Merit Award Pin

Commemorative pins may be authorized from time to time by Council for Ontario. These pins are to be worn only during the commemorative period and then retired. Past examples include the Council for Ontario 125th Anniversary pin (worn in 2010) and the Queen Elizabeth II Golden Jubilee pin (worn in 2002).

The following pins are retired and may not be worn*:

- World Youth Day Pin
- Golden Jubilee Pin
- Diamond Jubilee Pin
- SJA Canada 125th Anniversary Pin
- Council for Ontario 125th Anniversary Pin
- Brigade Training System (BTS) pins
- Emergency, Standard and Advanced First Aid pins

*Not an exhaustive list
## Authorized Badges

<table>
<thead>
<tr>
<th>Badge</th>
<th>Position</th>
<th>Image</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,6, or 9 Year Service Bars</td>
<td>Lt. sleeve, 9 cm from bottom of sleeve with short edges parallel to bottom of sleeve</td>
<td></td>
</tr>
<tr>
<td>Grand Prior’s Award Badge</td>
<td>Lt. sleeve, centred 5 cm below unit identifier</td>
<td></td>
</tr>
<tr>
<td>Grand Prior’s Award Level of Distinction Badge (any level)</td>
<td>Lt. sleeve, centred immediately below Grand Prior’s Award Badge</td>
<td></td>
</tr>
<tr>
<td>Duke of Edinburgh’s Award Badge (any level)</td>
<td>Rt. sleeve, centred 5 cm below unit identifier</td>
<td></td>
</tr>
<tr>
<td>Link Badge (any combination)</td>
<td>Centred, immediately above the name tag, forming one row with adjacent sides touching</td>
<td></td>
</tr>
<tr>
<td>Name Tag</td>
<td>Centred, immediately above Rt. pocket</td>
<td></td>
</tr>
<tr>
<td>Proficiency Badge</td>
<td>Lt. sleeve, centred below unit identifier</td>
<td></td>
</tr>
<tr>
<td>Proficiency Numeral</td>
<td>Lt. sleeve, centred immediately below Proficiency Badge</td>
<td></td>
</tr>
<tr>
<td>Cadet Service Shield</td>
<td>Centred above Rt. pocket, with bottom tip of shield 8 cm above Rt. pocket</td>
<td></td>
</tr>
</tbody>
</table>
## Appendix B (SJA Branding Patches)

| SJA Branding Patch | All CS Uniforms | Centered in the middle of the back of working uniform shirts, jackets, coats and Hi Visibility Vests. The Patch will measure 27.5 cm wide by 10.0 cm high with the international St John Ambulance Logo. |
| CS Medical Patch | CS Wear Outer | Left side of Hi Visibility Vests or Hi Visibility Coat centered just above the left breast pocket. The patch will measure 12.5 cm wide by 4.0 cm high with the word “MEDICAL” |

- Left side of Hi Visibility Vests or Hi Visibility Coat centered just above the left breast pocket. The patch will measure 12.5 cm wide by 4.0 cm high with the international St. John Ambulance logo.
Appendix C (Uniform Images)

The following figures are to add clarity to the standards for uniform image. This appendix is not complete and will be amended as material is available.

White Supervisors Work Shirt

Black MFR Work Shirt
Black MFR Job Shirt

Hi Vis Winter 3 in 1 Parka
Hi Visibility Safety Vest

Front “MEDICAL” patch can also be replaced with international logo from back in the appropriate size
Number 1 Dress Uniform