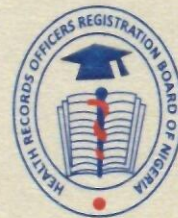




HEALTH RECORDS OFFICERS REGISTRATION BOARD OF NIGERIA

Established by Cap: H2 LFN 2004 (Decree 39, 1989)

OFFICE OF THE REGISTRAR/CEO



HRB/HQ/PF/139/074

22nd September, 2026

To All:

Vice Chancellors,

CMD/MD/Chief Executives of Healthcare Facilities,

Provost/Proprietors of Health Information Management Training Institutions,

Heads of Health Information Management Departments,

Registered Health Information Management Practitioners,

Students, and

Other Relevant Stakeholders.

HARMONISATION AND STANDARDISATION OF UNIFORMS AND SCRUBS FOR HEALTH INFORMATION MANAGEMENT PRACTITIONERS AND STUDENTS IN NIGERIA

In furtherance to implementation of the recommendations of the National Critical Stakeholders (NCS) meeting on strategic issues (policies) affecting Health Information Management (HIM) profession, held on 19th – 21st August, 2026 at the Headquarter of Health Records Officers' Registration Board Nigeria (HRORBN) in Abuja.

I am pleased to convey the approved policy on the **harmonization and standardization of uniforms and scrubs for Health Information Management Practitioners and students**. The policy is intended to promote a consistent professional identity, appropriate appearance, institutional recognition, and adherence to acceptable standards of dress within academic, clinical, and professional environments.

All relevant stakeholders are expected to strictly comply with the contents of the circular. Find attached the copy of the Circular for your information and necessary action.

Accept the sincere assurances of my highest regards please.


Babagana Mustapha, MSc HIM, FHRIM, FCILM,
Registrar/CEO.



Office: 10 Kukawa Street, Off Gimbiya, by Ikole, Area 11, Garki-Abuja.

Tel: 0803 610 9596, 0902 222 0101, E-mail: bgbam2011@gmail.com, info.@hrorbn.gov.ng

HARMONISATION AND STANDARDISATION OF UNIFORMS AND SCRUBS FOR HEALTH INFORMATION MANAGEMENT PRACTITIONERS AND STUDENTS IN NIGERIA

1. INTRODUCTION

The **Health Records Officers' Registration Board of Nigeria (HRORBN)**, the statutory regulatory body responsible for regulating the training and practice of Health Information Management (HIM) in Nigeria under **CAP H2 LFN 2004**, hereby harmonises and standardises uniforms and scrubs for HIM practitioners and students nationwide.

The initiative aims to strengthen the professional identity, visibility, dignity, discipline, unity, **and public recognition** of Health Information Management within Nigeria's healthcare delivery system.

The standardisation applies to healthcare facilities, approved HIM training institutions, registered and licensed HIM practitioners, students and other relevant stakeholders.

2. STANDARD PROFESSIONAL UNIFORM FOR HIM PRACTITIONERS

All healthcare facilities employing HIM practitioners are encouraged to adopt and implement the Board-approved **white lab coat with corporate Tuck-in** as the standard professional uniform for registered and licensed HIM practitioners.

The lab coat shall:

- Be worn during official working hours and other professional activities as prescribed; and
- Remain subject to the operational policies of the healthcare facility.

3. STANDARD SCRUB UNIFORM FOR HIM PRACTITIONERS

A **brown-coloured scrub uniform** shall be used for registered and licensed HIM practitioners working in areas where scrub attire is appropriate. The scrub uniform is particularly applicable to practitioners working in:

- Medical records/health information units located within clinical environments;
- Theatre and peri-operative areas, where applicable;
- Emergency and other specialised clinical areas, where applicable; and
- Other designated areas where the healthcare facility requires the use of scrubs.

4. STANDARD UNIFORM FOR HIM STUDENTS

All approved HIM training institutions, including **Universities, Colleges and Schools**, are directed to adopt the Board-approved standard student uniform.

Standard student uniform:

Item	Requirement
Trousers/Skirt	Dark brown
Shirt	White
Veil (Optional)	White
Shirt Design	Long-sleeved
Neckwear	Dark brown
Shoes	Black cover shoes

The student uniform shall be worn during:

1. Clinical and practical postings in healthcare facilities;
2. Practical and laboratory sessions, where applicable;
3. Official academic and professional activities;
4. Board examinations and other Board-approved activities where required; and
5. Other occasions specifically designated by the institution or the Board.

Training institutions must ensure that students maintain **neatness, decency, hygiene and professional appearance** while wearing the uniform.

5. STANDARD SCRUB UNIFORM FOR HIM STUDENTS

In addition to the standard student uniform, a **dark brown scrub uniform** shall be introduced for clinical and practical activities where scrubs are appropriate.

The student scrub uniform shall:

- Be worn with appropriate footwear and other required clinical attire; and
- Be maintained in a clean, neat and presentable condition.

No HIM training institution shall introduce a different scrub colour or design for its students without obtaining the **appropriate approval of the Board**.

6. IDENTIFICATION AND INSIGNIA

The standard uniforms and scrubs shall complement existing professional identification requirements. Where prescribed, uniforms may carry:

- The approved **HRORBN insignia, logo or badge**;
- The designation **“HIM”**;
- The name or identification of the institution or healthcare facility;
- The wearer’s name and professional designation; and
- Other identification features approved by the Board.

The **Board’s name, logo or insignia shall be provided by the Board** and must not be altered, reproduced or used in an unauthorised manner.



7. PROFESSIONAL APPEARANCE AND CONDUCT

All HIM practitioners and students are required to maintain high standards of:

- Personal hygiene;
- Neatness and proper grooming;
- Decency;
- Professional conduct;
- Respect for patients and other healthcare workers; and
- Proper use, care and maintenance of the approved uniform.

8. APPROVED SOURCES AND QUALITY CONTROL

- i. Student uniforms shall be provided by the institutions, while insignia/logo shall be supplied by the Board.
- ii. Uniforms must meet standards of design, colour, fabric quality, durability, identification markings, and professional appearance.
- iii. No unauthorized alterations are permitted.

9. IMPLEMENTATION AND TRANSITION

All healthcare facilities and HIM training institutions are required to make adequate preparations for the implementation of the standardised uniforms and scrubs. Existing uniforms may continue to be used during the transition period **up to the end of the 2026/2027 academic session**. After the transition period, **only the Board-approved standard uniforms and scrubs shall be recognised for designated purposes**. This transition period is intended to provide institutions, healthcare facilities, practitioners and students with sufficient time to make the necessary arrangements for full compliance.

10. RESPONSIBILITIES OF KEY STAKEHOLDERS

Health Information Management Training Institutions

- Adopt the Board-approved student uniform and scrub;
- Ensure students wear the approved uniform for designated academic, clinical and practical activities;
- Maintain standards of neatness, decency, hygiene and professional appearance;
- Ensure that no alternative scrub colour or design is introduced without Board approval; and
- Sensitise students and relevant personnel on the requirements of the circular.

Healthcare Facilities

- Support the harmonization and standardisation initiative;
- Adopt the **white lab coat** for registered and licensed HIM practitioners;
- Implement the **brown scrub** in appropriate clinical areas;
- Support proper identification of HIM practitioners; and
- Sensitise relevant management and staff on the implementation requirements.

Heads of HIM Departments

- Sensitise practitioners and other relevant personnel;
- Promote compliance with the approved uniform standards;
- Ensure appropriate use and maintenance of uniforms; and
- Work with facility management to facilitate effective implementation.

HIM Practitioners and Students

- Wear the appropriate approved uniform in designated circumstances;
- Maintain high standards of hygiene, neatness and professional appearance;
- Properly maintain their uniforms;
- Display appropriate professional conduct; and
- Respect the uniform as a representation of the HIM profession.

11. COMPLIANCE

All Heads of HIM Training Institutions and Heads of HIM Departments are directed to **sensitise students, practitioners and relevant management personnel** on the contents and requirements of the circular.

All healthcare facilities are encouraged to support the initiative as part of efforts to strengthen the **professional identity, visibility and recognition of Health Information Management** within Nigeria's healthcare system.

The Board expects the **full cooperation of all stakeholders** to ensure that the harmonization and standardisation initiative is implemented uniformly and effectively throughout the country.

12. CONCLUSION

The harmonization and standardisation of professional uniforms and scrubs for HIM practitioners and students represent an important step towards strengthening the **identity, visibility, dignity, unity and professional image** of Health Information Management in Nigeria.

The **white lab coat** is established as the standard professional uniform for HIM practitioners, while the **brown scrub** is prescribed for appropriate clinical environments. HIM students are to use the **dark brown trousers/skirt, white long-sleeved shirt, white veil, necktie and black cover shoes**, with **dark brown scrubs** for appropriate clinical and practical activities.

The Board therefore solicits the cooperation of **training institutions, healthcare facilities, HIM practitioners, students and all relevant stakeholders** to ensure nationwide uniform and effective implementation.


Alhaji Babagana Mustapha Msc HIM, FHRIM, FCILM,
Registrar/Chief Executive Officer.

