

Allowances

Laundry, Uniform and Lead Apron



Introduction

The General Nurses and Midwives Enterprise Agreement 20204-2028 includes a number of allowances which nurses and midwives may be entitled to under certain circumstances - see Page 60 [Nurses & Midwives \(westernhealth.org.au\)](https://www.westernhealth.org.au)

This Factsheet outlines the requirements for Laundry Allowance and Lead Apron Allowance.

Definitions & Eligibility

Laundry Allowance

Laundry Allowance (Page 70) is paid in recognition of patient facing nurses and midwives who are required to launder their work wear.

It is not payable for staff who wear scrubs that are provided and laundered by Western Health. Laundry allowance is not paid during periods of absence on leave.

Laundry allowance is a weekly rate, paid in the usual fortnightly payroll. The rates are outlined in Appendix 2 of the Agreement, under Allowances, in the Salary and Wages schedule. The entitlement for laundry allowance is set up in payroll when a nurse or midwife commences employment in a role which meets the criteria for the allowance, or transfers from another area. This can be applied via a variation if it is not already in place.

Uniform Allowance

Uniform Allowance (page 70) is not applicable for staff at Western Health as we do not require a particular type or style of uniform to be worn.

WH has an optional range of scrubs and uniform items available that are branded and can be purchased as a personal tax-deductible work expense. Any work attire must meet the Western Health [Dress Code](#) policy requirements.

In areas where specific items of clothing need to be worn for staff to perform their duties, these are provided by Western Health, for example scrubs in theatres and Cardiac Catheter laboratory.

Lead Apron Allowance

Lead Apron allowance (Page 60) is paid in recognition of time that nurses and midwives spend wearing lead gowns in the course of their duties, for example when caring for patients in the Radiology, Theatre or Cardiac Catheter laboratory environments.

Employees who are required to wear lead for greater than 3 hours continuously, will be entitled to an additional 10-minute paid break, to be taken as soon as it is practicable after the lead can be safely removed.

Lead Apron allowance is applied through RosterOn and is linked to a specific shift when Lead is worn so the allowance is payable. The Lead Apron allowance is attached to that specific shift when the roster is locked and is paid on an ad hoc basis

Where to find more information

The General Nurses and Midwives Agreement 2024-2028 can be found at: [Nurses & Midwives \(westernhealth.org.au\)](https://www.westernhealth.org.au)

Guidance can be provided by your Divisional Director of Nursing & Midwifery, or People & Culture Business Partner.