

FACT SHEET

Payment of Nauseous Linen Allowance



The *Health Employees Conditions of Employment (State) Award 2019* (the Award) at clause 12 'Special Working Conditions', Sub Clause (iii), states that employees shall be paid an allowance for each shift or part thereof during which they are ***engaged in handling linen of a nauseous nature other than linen sealed in bags.***

This fact sheet has been produced to assist management to apply the nauseous linen allowance fairly, correctly, and consistently.

What is considered nauseous?

Nauseous means 'disgusting or offensive' to the point of inducing sickness.

'Nauseous' **does not** relate to everyday wastes or minor contamination. The linen must meet the description of 'nauseous' in this fact sheet.

Examples

Examples of nauseous linen include (but may not be limited to):

- Blood saturated linen
- Linen with faeces
- Linen with vomitus material
- Linen with body matter

Examples of items **not eligible** for the allowance include:

- Linen in sealed bags
- Dirty and wet linen
- Linen that does not meet the description of nauseous as set out in this fact sheet

Key points on applying the allowance

1. The allowance is **incidental**. That is, it is only payable when eligible employees are *engaged in handling linen of a nauseous nature other than linen sealed in bags.*
2. Payment of the allowance is generally only applicable when approved by a manager
3. Employees should provide details that they dealt with linen that was nauseous. However, a commonsense approach by management should be encouraged when dealing with claims for payment by employees who regularly come into contact with nauseous linen.

Note – the allowance should not apply on a recurring basis or be part of the published roster. It should be entered only after approval by the manager after receipt of appropriate claim and evidence (if requested).