

## Illawarra Retirement Trust Laundry Allowance

Dear Member,

Following from an HSU Newsletter in relation to the Uniform Laundry Allowance, many IRT HSU members contacted the HSU in relation to not receiving the Laundry Allowance.

Having investigated the issue, we can provide members the following advice:

The Laundry Allowance is not in the current IRT Enterprise Bargaining Agreement (EBA), nor is it in the new IRT EBA which is soon to be registered. This is despite the Laundry Allowance being an Award entitlement.

The HSU has therefore written to IRT pointing out (see attached) that the Laundry Allowance should be included in the new IRT EBA, as it is a minimum requirement in the Award. We also will be notifying the Fair Work Commission.

Ultimately the decision will be made by the Fair Work Commission on whether the Laundry Allowance is a significant enough factor to warrant inclusion in the new EBA.

The HSU will certainly be continuing the fight for this minimum allowance, both in the current and future EBAs.

Please let your workmates know we can only fight for better wages and conditions with strong union membership. Encourage your workmates to join online at [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or phone 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

Dear Richard,

My name is Chris and I'm a Bargaining Officer with the Health Services Union. I'm writing in regard to current IRT Enterprise Agreement 2015 and the proposed IRT Enterprise Agreement 2018, currently being considered for approval before Commissioner Johns.

It has come to the union's attention that neither the current agreement, nor the proposed agreement, contain provisions for a uniform laundry allowance. We have spoken to several members who say that they do not currently receive any uniform laundry allowance.

The uniform laundry allowance is a provision of the *Aged Care Award 2010*. The Award, at clause 15.2, provides that:

*"Employees required by the employer to wear uniforms will be supplied with an adequate number of uniforms appropriate to the occupation free of cost to employees. Such items are to remain the property of the employer and be laundered and maintained by such employer free of cost to the employee. Where such employee's uniforms are not laundered by or at the expense of the employer, the employee will be paid a laundry allowance of \$0.32 per shift or part thereof on duty or \$1.49 per week, whichever is the lesser amount."*

We note that similar provisions, with the same allowance, also exist in the *Health Professionals and Support Services Award 2010* and the *Nurses Award 2010*.

We are concerned that employees are not currently receiving this allowance, despite laundering their uniforms at their own expense, and that this practice is expected to continue under the new enterprise agreement.

Could IRT please confirm whether employees receive a uniform laundry allowance or whether uniforms are laundered by IRT at the organisation's expense? Could you also please confirm whether this issue is dealt with outside of the enterprise agreement, for example in IRT's Uniform Policy as referred to in the enterprise agreement?

If employees do currently launder IRT uniforms at their own expense, could IRT please confirm that it will pay the uniform laundry allowance as prescribed in the relevant Awards?

We realise that this issue is being raised as we are on the cusp of agreement approval, however it has only now come to our attention that the agreement does not contain this allowance.

It also appears that this particular issue has not yet been directly considered by the Commission during the approval consideration. We'll await your reply before responding to the Commission.

I have copied in the other parties to the negotiation, as this matter is also relevant to them. Please don't hesitate to call me directly if you'd like to discuss the matter. Please also note that I will be the contact now for any related bargaining matters.

Regards,

Chris

**Chris Friend**  
*Bargaining Officer*