

INFORMATION SHEET

UNIFORM, CLOTHING AND LAUNDRY ALLOWANCES



Award	Allowance	Eligibility Requirements	Cost	How to claim
<i>ATSI Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award</i>	Clothing Allowance	Trainee is required to wear any special clothing (eg uniform, safety boots)	Three options: <ul style="list-style-type: none"> Reimburse trainee the cost of purchase of the special items; or Provide trainee with the special items; or By agreement with trainee, pay trainee an allowance, which is the lesser of \$1.20 per day or \$5.92 per week. 	Two options: <ul style="list-style-type: none"> Reimbursement applied manually once AFLSR notified; or Allowance automatically applied in ConnX once AFLSR notified.
	Laundry Allowance	Trainee is required to wear special clothing and special clothing is not laundered by the host.	Two options: <ul style="list-style-type: none"> Reimburse trainee for reasonable laundering and maintenance; or Pay trainee an allowance which is the lesser of \$0.26 per day or \$1.29 per week. 	Two options: <ul style="list-style-type: none"> Reimbursement applied manually once AFLSR notified; or Allowance automatically applied in ConnX once AFLSR notified.
<i>Banking, Finance and Insurance Award</i>	No relevant allowances			
<i>Clerks – Private Sector Award</i>	Clothing and Footwear Allowance	Three entitlement options: <ul style="list-style-type: none"> Trainee works in conditions damaging to clothing; or Trainee works in conditions that are wet and damaging to footwear; or Trainee required to wear a uniform. 	Reimburse trainee for the cost of purchasing protective clothing or footwear, or for the cost of purchasing a uniform.	Reimbursement applied manually once AFLSR notified
	Laundry Allowance	Trainee required to launder the uniform they are required to wear.	Two options: <ul style="list-style-type: none"> Full time trainees - \$3.55 per week 	Allowance automatically

			<ul style="list-style-type: none"> Part time trainees - \$0.71 per shift 	applied in ConnX once AFLSR notified.
<i>Educational Services (Schools) General Staff Award</i> All variations	Uniform/ Protective Clothing Allowance	Trainee required to wear a uniform or protective clothing, which includes clothing and/or footwear.	Three options: <ul style="list-style-type: none"> Provide trainee with uniform or protective clothing; or Reimburse trainee for the purchase price of uniform or protective clothing; or Pay trainee a uniform or protective clothing allowance of \$1.20 per day up to a max of \$6.00 per week. 	Two options: <ul style="list-style-type: none"> Reimbursement applied manually. once AFLSR notified; or Allowance automatically applied in ConnX, once AFLSR notified.
	Laundry Allowance	Trainee required to launder the uniform or protective clothing they are required to wear.	Pay trainee a laundry allowance of \$.30 per day up to a max of \$1.50 per week. Note: allowance does not apply where host employer launders items.	Allowance automatically applied in ConnX once AFLSR notified.
	Rainproof Clothing	Trainee required to work in the rain.	Trainee must be supplied with adequate rainproof clothing	Host employer to provide clothing directly to trainee.
<i>Fitness Industry Award</i>	Uniform and Protective Clothing	Trainee required to wear specific clothing as part of their employment.	Reimburse trainee the reasonable cost of purchasing and laundering or dry cleaning the clothing, unless clothing is provided and/or cleaned by the employer.	Reimbursement applied manually. once AFLSR notified.
<i>Gardening and Landscaping Services Award</i>	Clothing and Equipment allowance	Two entitlement options: <ul style="list-style-type: none"> Trainee required to wear protective clothing (gumboots, overalls, goggles, safety boots etc); or Trainee must wear a uniform. 	Clothing and equipment: <ul style="list-style-type: none"> Reimburse trainee for the cost of purchasing special clothing and/or equipment; or Pay for/provide the clothing and/or equipment. Uniform: <ul style="list-style-type: none"> Provide uniform and replace on a fair wear and tear basis. Where trainee is over 18 years, may deduct an 	Reimbursement applied manually. once AFLSR notified.

			agreed amount from wages for cost of initial uniform, but must be reimbursed 6 months from commencement, or when uniform returned on termination.	
<i>General Retail Award</i>	Special clothing allowance	Trainee required to wear, or it is necessary for trainee to wear, special clothing. Includes uniform, waterproof or other protective clothing.	Two options: <ul style="list-style-type: none"> Reimburse trainee for cost of purchasing special clothing; or Pay for/supply the special clothing. 	Reimbursement applied manually. once AFLSR notified.
	Laundry allowance	Trainee is responsible for laundering any special clothing required to be worn.	Two options: <ul style="list-style-type: none"> Full time trainees - \$6.25 per week Part time trainees - \$1.25 per shift 	Allowance automatically applied in ConnX once AFLSR notified.
<i>Higher Education Industry – General Staff Award</i> All variations	Uniform/ Protective Clothing Allowance	Uniform/protective clothing is required in the performance of the trainee’s duties.	Two options: <ul style="list-style-type: none"> Pay trainee an allowance equivalent to the purchase price of the uniform/protective clothing; or Provide trainee with required items. 	Reimbursement applied manually. once AFLSR notified.
<i>Legal Services Award</i>	Uniform Allowance	Trainee required to wear any special uniform, dress or clothing.	Two options: <ul style="list-style-type: none"> Supply trainee with uniform and launder uniform. Pay trainee an allowance of \$3.65 per week. 	Allowance automatically applied in ConnX, once AFLSR notified.
	Protective Clothing	Trainee engaged in work damaging to clothing.	Two options: <ul style="list-style-type: none"> Reimburse trainee an amount equal to the cost of uniform/protective clothing. Provide trainee with uniform/protective clothing free of charge. 	Reimbursement applied manually. once AFLSR notified.
<i>Local Government Industry Award</i> All variations	No specific allowance, but comes under ‘Reimbursement of expenses’	Special protective clothing is required in connection with trainees duties.	Reimburse trainee all reasonable expenses associated with the cost of special protective clothing.	Reimbursement applied manually. once AFLSR notified.

<p><i>Registered and Licensed Clubs Award</i></p> <p>All variations</p>	Clothing Allowance	<p>Trainee required to wear any special clothing such as coats, dresses, caps, aprons, safety footwear.</p> <p>Note 'black and white attire' (not being dinner suit or evening dress), shoes, hosiery and and/or socks are not special clothing.</p>	<p>Two options:</p> <ul style="list-style-type: none"> Reimburse trainee for cost of purchasing special clothing; or Supply the special clothing. 	Reimbursement applied manually. once AFLSR notified.
	Laundry allowance	Trainee responsible for laundering special clothing.	<p>Two options:</p> <ul style="list-style-type: none"> Reimburse trainee for the demonstrated costs of laundering special clothing; or Agree on an arrangement under which trainee will wash and iron special clothing for an agreed sum to be paid to the trainee each week. 	<p>Reimbursement applied manually. once AFLSR notified.</p> <p>Agreed allowance will be applied manually once AFLSR notified.</p>
	Uniforms	<p>No specific allowance, but reimbursement applies where trainee required to wear a uniform.</p> <p>Note: there is a Uniform Allowance applicable to club managers, but unlikely trainees will be at club manager level.</p>	Host may require trainee on commencement to sign a receipt listing items of uniform and their value. If items not returned when employment ceases, host may deduct value from wages.	Deduction applied manually when employment ceases if applicable. Please notify AFLSR ASAP if applicable.
<p><i>Social, Community, Home Care and Disability Services Industry Award</i></p>	Uniform Allowance	Trainee required to wear a uniform.	<p>Two options:</p> <ul style="list-style-type: none"> Provide trainee with uniform. Pay trainee a uniform allowance of \$1.23 per shift or \$6.24 per week, whichever is less. <p>Note: uniform allowance to be paid during all absences on paid leave, except LSL and personal/carer's leave beyond 21 days.</p>	Allowance automatically applied in ConnX once AFLSR notified.

	Laundry Allowance	Trainee required to wear a uniform, but uniform not laundered by or at the cost of host employer.	<p>Pay trainee a laundry allowance of \$0.32 per shift or \$1.49 per week, whichever is less.</p> <p>Note: not applicable where host launders uniform.</p> <p>Note: laundry allowance not paid during absences.</p>	Allowance automatically applied in ConnX once AFLSR notified.
	Special clothing and safety equipment	Trainee required to wear rubber gloves, special clothing or where safety equipment is required.	<p>Two options:</p> <ul style="list-style-type: none"> • Reimburse trainee for cost of purchasing special clothing/safety equipment; or • Provide special clothing/safety equipment. 	Reimbursement applied manually. once AFLSR notified.
	Laundering clothing other than uniforms	Trainee's clothing is soiled while performing duties	Pay trainee a laundry allowance of \$0.32 per shift, provided trainee provides notice of soiling, and was complying with requirements in relation to personal protective equipment at the time.	Reimbursement applied manually. once AFLSR notified.
	Repair/replace clothing other than uniforms	Trainee's clothing soiled or damaged while performing duties to the extent that repair or replacement is necessary	Reimburse trainee for reasonable costs incurred to repair/replace item, provided trainee provides notice of soiling/damage, trainee was complying with requirements in relation to personal protective equipment at the time, and damage/soiling not to due to trainee's negligence.	Reimbursement applied manually. once AFLSR notified.
<i>Sporting Organisations Award</i>	No relevant allowances			

All rates above are accurate as at March 2025, but will be updated in accordance with annual Fair Work updates.

All care has been taken in calculating the rates contained in this summary. This summary is not a definitive statement of uniform and laundry allowances prescribed under the modern awards. The full text of the published modern award should be used in determining rates and award terms and conditions applicable to particular employment arrangements.

Last updated March 2025