

**Signatories to the Clean Start Collective Agreement**

<b>A.C.T.</b>	BIC Services 02 9809 2000	Bayton Group 07 3252 3430	Clean Domain 0412 036 827	Consolidated Property Services 03 9038 4200
<b>LHMU Contact:</b> <b>Lyndal Ryan</b> <b>02 6273 1238</b>	Clean Domain 02 9346 8282	BIC Services 02 9809 2000	City Central Property 08 8332 3233	Demos Property Services 03 9416 4966
Bayton Group 02 9519 3644	Glad Group 02 9567 4779	Clean Domain 07 3268 5335	ISS Facility Services 08 8354 8988	Glad Group 02 9567 4779
BIC Services 02 9809 2000	Heba Cleaning Services 02 9413 1406	Duggan's Cleaning Services 07 3385 7393	Menzies Cleaning 03 9321 7745	ISS Facility Services 03 8608 8000
City Group 02 6241 3344	ISS Facility Services 02 8987 9700	Glad Group 02 9567 4779	Phoenix Cleaning 08 8374 4266	Menzies 03 9321 7745
Clean Domain 02 9346 8282	Menzies Cleaning 02 8344 5444	Howard Services 07 3220 3888	Professional Cleaning Australia 08 8345 0268	Mutual Cleaning 03 9328 1052
Integrated Cleaning Solutions 0401 058 058	National Cleaning Services 02 6258 5916	ISS Facility Services 07 3902 3200	Reflections 03 9993 6333	Pickwick Group 07 3846 2666
ISS Facility Services 02 6221 4100	Pickwick Group 07 3846 2666	Menzies Cleaning 07 3899 9855	Spotless 03 9269 7600	Reflections 03 9993 6333
Menzies Cleaning 02 6280 8270	Quad Services 02 8245 6927	Pickwick Group 07 3846 2666	Springmount Services 07 3807 6900	Soclean 1300 300 328
National Cleaning Services 02 6258 5916	Reflections 03 9993 6333	Professional Cleaning Services 07 3229 3077	Swan Services 02 9285 0700	Spotless 03 9269 7600
Pickwick Group 07 3846 2666	Soclean 1300 300 328	Quad Services 02 8245 6927	<b>Tasmania</b>	Swan Services 02 9285 0700
Quad Services 02 6247 4411	Solutions Property Services 02 9427 2433	Reflections 03 9993 6333	<b>LHMU Contact:</b> <b>Amy Limbrick</b> <b>03 6220 3222</b>	<b>Western Australia</b>
Reflections 03 9993 6333	Spotless 03 9269 7600	Soclean 1300 300 328	Academy Services 03 9561 7333	<b>LHMU Contact:</b> <b>Carolyn Smith</b> <b>08 9388 5400</b>
Rolfe Property Services 02 6239 1993	Springmount Services 07 3807 6900	Spotless 03 9269 7600	Clean Domain 03 9684 9500	Academy Services 08 9207 1000
Rose Cleaning 02 6280 4045	Swan Services 02 9285 0700	Springmount Services 07 3807 6900	ISS Facility Services 03 6272 2922	Airlite Cleaning 08 9443 6789
Spotless 03 9269 7600	<b>Northern Territory</b>	Swan Services 02 9285 0700	Menzies Cleaning 03 9321 7745	Clean Domain 0412 036 668
Teresa's Cleaning Services 02 6288 6257	<b>LHMU Contact:</b> <b>Matthew Gardiner</b> <b>08 8924 4700</b>	Vintage Cleaning 07 3207 8358	Spotless 03 9269 7600	ISS Facility Services 08 9445 4416
VNT Services 02 6228 1319	ISS Facility Services 08 8919 1400	Yanda Cleaning Professionals 07 3399 5514	<b>Victoria</b>	Margaria Cleaning Services 08 9240 7435
<b>New South Wales</b>	Menzies Cleaning 03 9321 7745	<b>South Australia</b>	<b>LHMU Contact:</b> <b>Ben Redford</b> <b>03 9235 7724</b>	Menzies Cleaning 03 9321 7745
<b>LHMU Contact:</b> <b>Rebecca Reilly</b> <b>02 8204 7204</b>	Spotless 03 9269 7600	<b>LHMU Contact:</b> <b>Chris Field</b> <b>08 8352 9300</b>	Academy Services 03 9561 7333	Spotless 03 9269 7600
Academy Services 08 8342 1266	<b>Queensland</b>	Academy Services 08 8342 1266	BIC Services 02 9809 2000	
Bayton Group 02 9519 3644	<b>LHMU Contact:</b> <b>Damien Davie</b> <b>07 3291 4665</b>	Adams 08 8229 7400	City Central Property 08 8332 3233	
	Academy Services 07 3890 7666	BIC Services 02 9809 2000	Clean Domain 03 9684 9500	

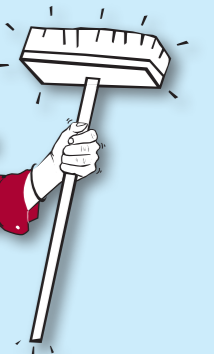
# Clean Start Campaign Update

18 September 2009

# campaign update



**CLEAN START**  
**FAIR DEAL FOR CLEANERS**



Since the beginning of the year, State Governments in South Australia, Tasmania, Queensland and the Australian Capital Territory, as well as the Federal Government, have signed on to the Clean Start campaign. The new announcements mean that cleaning contractors tendering for work in Government owned buildings (or where Government tenants have control over the cleaning contracts) must adhere to the principles laid down in the Clean Start Collective Agreement.

Together, the South Australian, Tasmanian, Queensland, ACT and Federal Governments are significant owners of commercial buildings around the country. Their commitment to Clean Start, along with the commitments of the Property Council of Australia and its members, will ensure that the Clean Start Collective Agreement becomes the new national standard in the cleaning industry, and that cleaners will finally get a fair deal.

On the 31st of July, cleaners made history when they joined the Deputy Prime Minister, Julia Gillard, in launching the Rudd-Labor Government's procurement Fair Work Principles. The principles support the creation of quality jobs and aim to promote fair, cooperative and productive workplaces.

In view of the history of underpayment, exploitation and unsafe work practices in the cleaning industry, the principles provide specific measures for the industry including the requirement of government agencies to take staffing levels, training, supervision, equipment and materials into consideration when awarding cleaning contracts.

Speaking at the LHMU NSW Headquarters, the Deputy Prime Minister said the Federal Government has a large number of office buildings that need cleaning, "and when we contract with the companies that clean those buildings, we will be part of the Clean Start campaign, to make sure that the people who come and do that cleaning are treated well", adding that the Federal Government will use their purchasing power to make a difference.

LHMU National Secretary, Louise Tarrant, responded that it was a great day for cleaners, "It is really exciting to see their work and commitment matched by the Federal Government in this way".

The Federal Government also announced the creation of the position of Procurement Officer, as well as the establishment of a tripartite body made up of contractors, property owners and managers and unions, which will be tasked with the development of best practice measures and the creation of cooperative and fair workplaces.

On the 13th of August, the South Australian Government matched the Federal Government's commitment to the Clean Start campaign in a move that will significantly improve the pay and conditions

for cleaners working in South Australian Government owned or tenanted commercial buildings within the Adelaide CBD.

The Industrial Relations Minister, Paul Caica, announced new Government procurement policy which means that State Government tendering requirements for cleaning contracts must include the Clean Start Principles. "This initiative will help attract and retain a workforce that is stable, well-trained and competent, as well as significantly improving the situation of cleaners working in State Government buildings in the CBD."

"We know that the majority of affected cleaners are permanent part time, often working intensely over only a two hour minimum shift, and these workers have traditionally been considered vulnerable in negotiating fair pay and workplace conditions," Mr Caica said.

"By providing better wages and conditions for our contract cleaners working in State Government owned and tenanted premises, we anticipate

a positive social and family impact on a group of workers well in need of a fair go".

On Monday the 15th of June, the Tasmanian Minister for Workplace Relations, Lisa Singh, announced that the Government would adopt the Clean Start Collective Agreement for cleaners working in government buildings from the 1st of July.

Ms Singh said that the announcement made on International Cleaners Day was a good move towards protecting the rights and entitlements of cleaners in Tasmania.

"The Tasmanian Government had already committed to the Clean Start principles supporting cleaners seeking better treatment, improved working conditions and an increased remuneration," Ms Singh said.



Julia Gillard signing the Cleaners' Charter with cleaner Carlos Cantano (centre) and LHMU National Secretary Louise Tarrant. (left)

## "We will be part of the Clean Start Campaign"

– Federal Government

## "Clean Start means fair go for cleaners"

– South Australian Government

"Cabinet has now approved that from the 1st July, all tenders for new cleaning contracts in government buildings will be required to meet the Clean Start Principles including the Clean Start Collective Agreement, resulting in better work and pay conditions for cleaners."

Ms Singh said that the Clean Start Collective Agreement will deliver better workloads, job security, fair leave and pay, and improved training and effective dispute procedures. "All Tasmanian employees deserve fair and equitable work conditions and as this government owns many buildings, implementing these improved conditions will have a great and positive effect on many cleaners in this state".

The ACT Government has supported the Clean Start campaign

## "Cleaning contracts must meet the Clean Start Principles"

– Tasmanian Government



Lindsay Tanner, Minister for Finance and Deregulation (centre), on the steps of Parliament House with LHMU cleaning delegates from around the country, as well as cleaners with their cleaning equipment from Parliament House.

since 2006, and in July 2008 reaffirmed its commitment to reform government cleaning contracts, with Mr Jon Stanhope, Chief Minister, stating in a letter to the LHMU: "Cabinet recently considered a number of measures to reaffirm the Government's commitment to a fair deal for cleaners...the ACT Government is pleased to announce a number of new initiatives to further enhance the conditions and job security applying to cleaners of ACT Government facilities."

These initiatives include:

- Sector-specific work rate benchmarking as part of future cleaning Requests for Tender.
- Longer shift length (including a minimum shift of 4 hours).
- Supporting appropriate remuneration for cleaners.
- Enhanced Ethical Suppliers Declaration (the union may request a copy).
- Standard terms and conditions
- Longer-term contracts.
- Increased training (including a mandatory training requirement of two half days per year).

Following the announcement, the ACT Government has since included all of the above commitments in a standardised government cleaning contract, as well as provided cleaners with

every opportunity to join their union, and is working with the union to ensure only responsible contractors are used in Government buildings.

The Queensland Government followed the commitments of the ACT, South Australian, Tasmanian and Federal Governments on the 2nd of September when they formally announced their

support of the Clean Start Campaign.

The Queensland Government is a significant owner of office buildings in Australia and from the 1st October will be assessing tenders on both price and non-price criteria.

Premier Anna Bligh congratulated cleaners, the LHMU and the Department of Public Works on the outcome, which will lift conditions in the contract cleaning industry.

"This is linked to the national campaign Clean Start, which is about improving conditions for some of our most vulnerable workers," Ms Bligh said.

"While there are many reputable cleaning contractors in this industry, there are those who have not valued their workers and have historically paid poor wages and provided less than reasonable work conditions. This outcome quite rightly addresses these matters and my government is proud to be part of it."

Minister for Public Works, Robert Swarten reinforced that the lowest priced tender does not necessarily represent best value for money.

"The non-price evaluation takes into consideration government priorities and outcomes and whether specific requirements may be best satisfied by contractors who can demonstrate specific skills."

Mr Swarten said other non-price criteria related to complying with workplace health and safety legislation; minimum engagement hours for varying areas; employee training; evaluation of contractors' work performance; following environmental best practice; and importantly provision for pay in accordance with the best market rate in the industry.

## "Clean Start forms part of standardised Government Contracts"

— ACT Government



LHMU Tasmanian Secretary and LHMU cleaning member Wendy Hand celebrate the Tasmanian Government's commitment to Clean Start



LHMU cleaners and delegates with Queensland Government and LHMU representatives. Left to right: cleaner Terri Hewat, Minister for Public Works Robert Swarten, cleaner Stephen Ward, Premier Anna Bligh and LHMU QLD Branch Secretary Gary Bullock.

Left to right: David Cappel from the Department of Premier and Cabinet, Social Inclusion Unit, Penny Wong, Minister for Climate Change and Water, Deb Kennedy from SA Unions and former Clean Start activist, Mark Butler, Parliamentary Secretary for Health, and Janet Giles, Secretary of SA Unions.