

# Cleaning Service Sector Collective (CSSC)

## Common Agenda

28 February 2023

**Our Purpose:** A cleaner-centred collective that advances health, wellbeing and professional development in the cleaning service sector

**Our Vision:** We use our collective strength to progress change in the cleaning service sector. The sector is respected for the value cleaners bring to society, and recognised as a vibrant profession prioritising health, wellbeing and professional development.

### Our Values:

**Joy**

We take care to nurture the collective and its work, bringing energy and fun to the experience.

**Manaakitanga**

Respect and value for cleaners and the cleaning service sector is a priority

**Equity**

We centre cleaner's voices and experiences

**Kotahitanga**

For collective action to thrive, the different sectors of the collective are honoured, interconnected and important

## Our Bold Goals and Milestones

Bold Goal 1	Bold Goal 2	Bold Goal 3	Bold Goal 4
<b>By Dec 2025 the group will be doing collective action best practice.</b>	<b>By Dec 2025 the group will have developed a cleaner-centred approach to recruitment and retention.</b>	<b>By Dec 2025 the group will have developed best practice for health and wellbeing.</b>	<b>By Dec 2025 the group will have contributed to training qualifications.</b>
<b>Milestone 1:</b> The group will have active ownership of the common agenda and collective actions, collaborating with high trust and established clear accountability processes	<b>Milestone 1:</b> The group will have embedded Tūrangawaewae as a priority and value	<b>Milestone 1:</b> The group will have created and shared a toolkit for health and wellbeing best practice, that is accessible to all including language-specific resources	<b>Milestone 1:</b> The group will have an understanding of the mindsets and values of upcoming generations to ensure training stays relevant and effective
<b>Milestone 2:</b> The group will have developed Terms of Reference for its members	<b>Milestone 2:</b> The group will have developed a cleaner-centred way of working across all activities, including innovations to engage non-usual participants	<b>Milestone 2:</b> The group will have established a proactive “just culture” for all to safely speak up about rights, employment standards, health and wellbeing issues, participation in decision making, advocacy, leadership	<b>Milestone 2:</b> The group will have developed tuakana/teina structures for training within the cleaning sector
<b>Milestone 3:</b> The group will have set up co-governance structures with Māori	<b>Milestone 3:</b> The group will have gained an understanding of the make up of the cleaning sector	<b>Milestone 3:</b> The group will share Pūrākau as a way to share values, case studies, stories, research, data, articles, report, co-designed pilots	<b>Milestone 3:</b> The group will have contributed to pay structures that acknowledge level of training of cleaners
<b>Milestone 4:</b> The group will have set up co-governance structures with cleaners	<b>Milestone 4:</b> The group will have developed processes for tuakana/teina	<b>Milestone 4:</b> The group will have compiled and promoted a bespoke set of sector specific Health and Safety guidance	<b>Milestone 4:</b> The group will be part of reviews of qualifications for cleaning sector
<b>Milestone 5:</b> The group will have secured strong and consistent funding, both internally and externally	<b>Milestone 5:</b> The group will have data collection/recording to inform forecasting of workforce	<b>Milestone 5:</b> The group will have developed evidence of best practice including social procurement	<b>Milestone 5:</b> The group will have contributed towards access permit requirements for the cleaning sector (e.g. approval to be onsite)
<b>Milestone 6:</b> The group will be fully autonomous with the basic support of the backbone team	<b>Milestone 6:</b> The group will have created sector champions	<b>Milestone 6:</b> The group will have investigated the need for a case for a cleaning sector regulatory body to oversee standards similar to ‘Qualmark’ accords	
	<b>Milestone 7:</b> The group will have completed a stocktake/assessment of current recruitment and retention policies across the sector		