



Public Notice of Approval of Application to Initiate Bargaining for a Proposed Fair Pay Agreement

Section 37 of the Fair Pay Agreements Act 2022

Proposed Fair Pay Agreement:	Commercial cleaners
Initiating Union:	E tū Incorporated
Application Number:	FPA02-007-2023
Decision:	APPROVED

I, the Chief Executive of the Ministry of Business, Innovation and Employment (MBIE), give notice that I have approved an application from the Initiating Union to initiate bargaining for a proposed fair pay agreement (FPA) under section 33 of the Fair Pay Agreements Act 2022 (the Act), for commercial cleaners, as described below in Part 2 of this Public Notice.

Part 1: Initiation test relied on

The Initiating Union's application relied on the 1,000 employees representation test for initiating bargaining under section 28(1)(a) of the Act. This test is met if at least 1,000 employees who would be within the coverage of the proposed FPA support the application to initiate bargaining.

The Initiating Union claimed support from 1,307 employees and provided information of those employees as required to support the application under section 31 of the Act. Using this information, MBIE selected a random sample for the purpose of verifying the information provided by the Initiating Union.

Based on that sample verification, I was satisfied that the representation test under section 28(1)(a) of the Act had been met in that at least 1,000 employees within the proposed coverage support the application to initiate bargaining for a proposed FPA.

Part 2: Coverage of the proposed FPA for the Commercial Cleaners Occupation

The proposed Fair Pay Agreement (FPA) is an occupation-based agreement. It covers employees working as commercial cleaners (and their employers), performing the work or type of work described below.

Occupation description

Commercial cleaners provide cleaning services to offices, residential complexes, hospitals, schools, hotels, motels, churches, aircraft cabins, industrial work areas, industrial machines, construction sites and other commercial premises.

Description of work or type of work (main tasks or activities)	Label of occupation (from ANZSCO register)	ANZSCO code (or closest ANZSCO code if no code available and how it differs from closest code)
<p>Tasks include:</p> <ul style="list-style-type: none"> • vacuuming carpets, curtains and upholstered furniture • cleaning, dusting and polishing furniture, fixtures and fittings • removing rubbish and recyclable material, and emptying containers, bins and trays • cleaning and disinfecting laundry and bathroom fixtures, replenishing supplies and reporting defective plumbing fixtures • operating industrial vacuum cleaners to clean floors, work areas and machines • removing dust and dirt from ceilings, walls, overhead pipes and fixtures • applying acids and solvents to surfaces to remove stains and dirt • removing lint, dust, soot, oil, grease, sludge and other residues from machines and interiors and exteriors of furnaces, boilers and tanks 	<p>Commercial cleaners include</p> <ul style="list-style-type: none"> • Commercial Cleaner • Commercial Housekeeper <p>Specialisations:</p> <ul style="list-style-type: none"> • Aircraft Cabin Cleaner • Assistant Housekeeper (Not Private) • Church Cleaner • Cleaner • Cleaning Supervisor • Commercial Cleaning Supervisor • Factory Cleaner • Factory Sweeper • Hospital Cleaner • Hospital Housekeeper • Hotel Cleaner • Hotel Housekeeper • House Staff • Accommodation Services • Housekeeper (Not Private) • Housemaid (Not Private) • Industrial Cleaner • Motel Cleaner • Motel Housekeeper • Nursing Home Housekeeper 	<p>ANZSCO codes:</p> <ul style="list-style-type: none"> • Commercial Cleaners 811211 • Commercial Housekeepers 811411 <p>811211 Commercial Cleaners excludes hotel and motel cleaners. Hotel and motel cleaners are included under 811411 Commercial Housekeepers and are within coverage. The description of work or type of work has been expanded from ANZSCO 8112 for Commercial Cleaner and 8114 Commercial Housekeepers.</p>

<ul style="list-style-type: none"> • restocking minibars and replenishing items such as drinking glasses, writing equipment, linen and groceries • stripping and making beds, and changing bed linen • supervising or coordinating people doing the above activities. 	<ul style="list-style-type: none"> • Office Cleaner • Rest Home Cleaner • School Cleaner 	
--	---	--

Exclusions:

Any employees who mainly perform the following tasks (and their employers) are excluded:

- **Domestic Housekeepers (ANZSCO 811412):** cleaning, cooking and performing other housekeeping tasks in private residences.
- **Laundry Workers (General) (ANZSCO 811511):** sorting, cleaning, folding, ironing and packaging linen, clothing and other items in laundries and drycleaning establishments, and private residences.
- **Drycleaners (ANZSCO 811512):** cleaning clothing, garments, upholstery and other fabrics using drycleaning agents and machines.
- **Ironers or Pressers (ANZSCO 811513):** ironing or pressing garments and other fabrics, such as delicate and formal wear, in a commercial laundry or private residence.
- **Carpet Cleaners (ANZSCO 811611):** cleaning carpets, rugs and furniture upholstery using powder, liquid and steam cleaning methods, and applying soil-repellent chemicals and deodorants.
- **Window Cleaners (ANZSCO 811612):** cleaning interior and exterior window surfaces.
- **Cleaners nec (ANZSCO 811699):** cleaners not elsewhere classified, including chimney sweeps, graffiti cleaners, high pressure cleaners, swimming pool cleaners.

The following specialisations under ANZSCO 811211 and ANZSCO 811411 are also specifically excluded from the coverage.

- Water-blasters
- Building Exterior Cleaners
- Pool Cleaner
- Hostel Supervisors

Part 3: General information

- i. Unless the coverage of the proposed FPA changes during bargaining, the FPA will apply to:

- a. each employee who, in relation to the FPA, will be a covered employee; and
 - b. each employer who, in relation to the FPA, will be a covered employer (i.e. because it employs at least one covered employee).
- ii. Each covered employee and each covered employer (as at the date on which the application to initiate bargaining was approved) may be represented in the bargaining for the proposed FPA.
 - iii. A plain language explanation of next steps for bargaining can be viewed on Employment New Zealand webpage and in [The Fair Pay Agreements System: a guide for participants](#).



Carolyn Tremain
**Te Tumu Wharekarae mō Hikina Whakatutuki,
Chief Executive of Ministry of Business, Innovation and Employment**

Date: 19 June 2023