

# THE ACCA UPDATE

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**NATIONALLY:** Despite all the hype written and shown by the various media, little has been happening on the WorkChoices front. The newly established Department of the Employment Advocate has taken to vetting all new Agreements carefully and seems to be taking the side of the Unions in not allowing employers to make many changes to existing employment conditions despite the new legislation permitting it.

Our advice to this point is that it is seen as being very sensible to submit any proposed agreement to the Department for vetting prior to implementation as they are very willing to impose fines for any breaches of the legislation despite this being a completely new system.

Accordingly, we are not rushing in with our new Agreement but submitting it to the Department. We will advise further as soon as we know our position.

## BSM EXPO HIGHLY SUCCESSFUL

The Building Services & Maintenance Expo incorporating Ausclean, held from 10–12 September 2006 at Rosehill Gardens Event Centre in Sydney was the most successful event in recent years.

There was a huge turnout of exhibitors with many last minute bookings requiring the organizers to find additional space. A great range of visitors came to the show, ranging from Health Care professionals, Hospitality organisations through major in-house users to small and medium cleaning contractors.

A variety of new and interesting products was on display, some of the standouts including Foaming and Gel Hand Cleaners and Sanitizers which are self drying, one shot products for laundry applications, specialised water cleaning technology using electrolysed water, dispensing systems, certification systems, new polishes, innovative floor care systems, new sanitary pad disposal systems, improved back pack vacuums, detachable head uprights which can swing through 180 degrees and so on. A big feature was made of the redesigned light weight ladderless window cleaning equipment and the all in one high pressure washing clean and capture equipment. There are mobile office systems available for small operators and lone worker tracking equipment available.

The Facilities Management industry was participating along with organisations like the Australian Property Council, BSCAA, NUCCA, industry magazines etc. All this made for an interesting show and it was supported strongly by a broad range of Seminars which were free to participate in.

The NCSA which was responsible for the show should be congratulated for their efforts to keep the industry up to date with the latest technology available and deserve our continuing support. Without these types of exhibitions the majority of operators in the industry would have no idea of what is available to assist and make their job easier.



The following article has been reprinted from the CLEANZINE, an internet based weekly information tool distributed by John Austen and edited by Jan Hobbs who is also a contributor to Inclean Magazine.

## PROBLEMS DOWN UNDER

We understand from John Laws, of ACCA in Australia, that shop assistants get an average of one and a quarter times their normal hourly rate for working weekends whereas cleaning staff get around time and a half for Saturdays and double time for Sundays.

John says that the pressure from clients is to get cleaners loadings on wages down to similar levels as the shop assistants on weekends, and that for 10-15 years the cleaning industry in Australia has been trying to do something about weekend rates because many cleaners are employed in shopping centres which operate long hours over a seven day week. The Cleaners' Union, the LHMU, has resisted the call for a reduction in weekend rates, while contractors face pressure from the shopping centre managers to reduce costs while dealing with the Unions demanding more.

"I guess you have heard this all before," he says.

We understand that in the last 12 months the Australian Federal Government has enacted legislation designed to take control of all industrial relations matters from the States. Historically and constitutionally, the States have had control of IR matters where the employer only operates in the one State and the Commonwealth looked after IR where employers operated across State borders.

The Federal Government has used its Corporations Power within the Constitution to take control of IR for all companies and has left Partnerships and Single Operators to the States. They constitute only a minority of employers. The States are presently appealing this legislation to the High Court and if the States lose it is expected they will hand their residual powers to the Commonwealth.

The new Legislation has sidelined the unions and they are fighting a rearguard action to ensure their relevancy, even attempting to obtain backing from large unions in the USA to help them in their fight. "Of course, the media is playing up every dumb decision and carrying on about the poor people losing their jobs or their weekend penalty rates etc." says John.

There is now an Office of the Employment Advocate where all Individual Workplace Agreements (Employee Contracts), Enterprise Agreements and Industry Agreements must be registered. Whilst the legislation only lists a small number of compulsory inclusions in any Agreement it appears the OEA is still continuing the old practice of ensuring all existing terms and conditions are not watered down.

"This new system will take a number of years to settle down and, in the meantime, it gives the current affairs type programmes great fodder to tell viewers just how bad that employer is," says John.

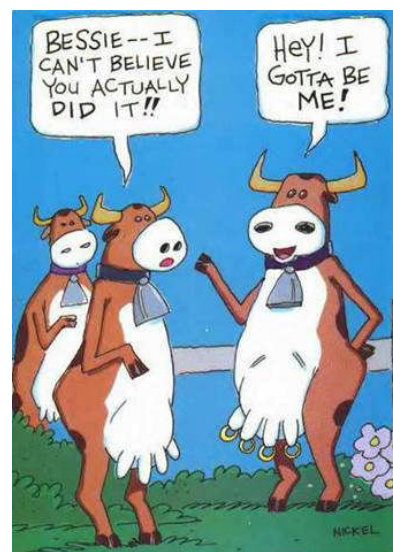
### SHANE AND EDNA

Shane and Edna were both patients in a mental hospital. One day while they were walking past the hospital swimming pool, Shane suddenly jumped into the deep end. He sank to the bottom of the pool and stayed there. Edna promptly jumped in to save him. She swam to the bottom, pulled Shane out and brought him to his room.

When the hospital director became aware of Edna's heroic act, she immediately ordered that Edna be discharged from the hospital because she now considered Edna to be mentally stable. She went to Edna and said, "I have some good news and some bad news".

The good news is that you're being discharged because you responded to a crisis. By jumping in the pool to save the life of another patient, you displayed sound mindedness. The bad news is that Shane, the patient you saved, hung himself in his bathroom with his bathrobe belt right after you saved him. I am so sorry, but he's dead.

"Edna replied, "He didn't hang himself. I put him there to dry. How soon can I go home?"



## CAVERS CORNER

**New WorkChoices Legislation regarding Pay Slips**

Employers must now provide the following information to employees on their pay slips:

Pay slips must be issued to all employees no later than one day after payment has been made and must contain, as a minimum the following information:

- Name of both the employer and the employee;
- Classification of the employee under the instrument from which the employee derives payment, e.g. Award, Agreement etc;
- The date of payment to the employee;
- The period for which the pay slip relates;
- The employee's hourly rate, no. of hours paid and amount paid;
- If not paid by an hourly rate the rate which payment relates expressed as an hourly rate;
- The gross and net amounts of payment;
- Any incentive based payments;
- Details of amounts deducted from gross payment;
- Superannuation contributions to employees, must show the amount of each contribution and the name of the Fund it is paid into;

The above obligations are subject to a civil penalty for breaches and with strict liability.

## GRUMBLEBUMS GRIPES

**BSM EXPO Incorporating Ausclean**

As noted on the front page the Industry trade Show was held over the last week at Rosehill in Sydney.

I was asked to be one of the judges to decide on the best large stand, the best small stand and the best new product.

This was going to be easy or so I thought. In fact we spent hours going around and around trying to determine the stands which best met the strict judging criteria and even more time deciding on the best new product. The final choice was a toss up between one of the new foaming hand sanitisers from Deb and True Blue Chemical's One Shot dosing system for commercial laundry equipment.

The standard of new product was extremely high and it was difficult to decide on any winner. I believe that there were a number of winning products on display and it will be interesting to see their ongoing commercial success. At least the two winners have a ready made market awaiting them.

As usual, the large cleaning companies did not appear in any number to their own detriment. Do they know everything already?

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**WEBSITES**

These and other websites are useful for your business:

[www.johnsondiverse.com.au/msds](http://www.johnsondiverse.com.au/msds)  
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[www.nt.gov.au/ntg/indrels.shtml](http://www.nt.gov.au/ntg/indrels.shtml)

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## JohnsonDiversey Tip of the Month

### Understanding Rubber Floors is the First Step in Maintaining Them Properly

By Haim Bar-Noy

Rubber floors are quite possibly the most misunderstood type of flooring today. In fact, people often don't recognize a rubber floor when they see it. Yet rubber flooring materials are showing up more and more in schools, sports arenas, gyms, elevators, lobbies and airports, among other areas.

Facility managers choose rubber surfaces because they look good and are considered a "low-maintenance" surface. However, not all rubber floors are the same, so it is important for cleaning crews to understand the material in order to maintain it properly and prevent costly mistakes.

#### Rubber: An Introduction

The most common types of rubber floors found in commercial and institutional facilities today are studded rubber, rubber sheet, poured epoxy mix, & rubber, and recycled rubber floors. It is important to know that some types of rubber floors age over time.

As a rubber floor ages, its surface will become harder. This natural process creates a surface that becomes easier to keep clean. During the initial 6 to 12 months following installation, the rubber surface will more readily scuff and attract soil. It is important to properly treat rubber floors from the start in order to eliminate many cleaning complications later on.

Newly installed floors should be treated with a protective coating to prevent scuffing and to prevent dirt from becoming imbedded permanently into the floor. Before applying the protective coating, rubber floors must be scrubbed to remove the factory coating and migrating waxes that rubber floors often have so the protective coating can adhere to the surface. [Taski Profi](#) cleaner/degreaser works best to remove manufacturing residues such as mold releases, paraffin, etc. After initial scrubbing, the facility can apply a thin coat of diluted [Taski Wiwax](#) (cleaner maintainer). [Taski Wiwax](#) may also be used as a daily cleaner on both finished and unfinished rubber floors.

#### Maintenance Matters

Certain types of rubber floors require special considerations. For example, floors made from recycled rubber materials are very porous and require sealant. Recycled rubber must be cleaned with vacuums and auto scrubbers using microfiber pads because the surface is very rough and holds onto dirt and particles. It is important to remember that different rubber floors, especially gym floors, will have different maintenance procedures and may need matte finish coating.

Using [autoscrubbers](#) with microfiber pads/contact pads work best on textured and studded floor surfaces because the microfibers are able to grab dirt from uneven surfaces. Avoid putting floor finish on studded and textured rubber floors. It is difficult to achieve proper adhesion or to strip on the uneven surface.

In addition to these special considerations, there are certain products and procedures to avoid when it comes to rubber floor care:

- Avoid using alkaline detergents on rubber. Alkaline detergents will cause some types of rubber floors to dry out or "bleed." Bleeding causes the floor to lose its color.
- Do not apply more than two coats of finish on soft rubber floors. More than that will crack and peel.
- Avoid using caustic and high-pH strippers. Use special low-pH strippers with a pH of less than 10.5.
- Avoid applying dry bright floor finish on textured or studded rubber floors, as the finish will crack and peel from the floor.
- Avoid too many coats of floor finish. This will turn the floor to a surface similar to plastic, taking away the soft quality people choose rubber floors for in the first place.

Do not burnish floors with high-speed burnishers because they can burn or melt the floors.

When cleaning and maintenance problems or issues occur, contact the floor manufacturer for instructions.

Haim Bar-Noy is product manager, floor care, JohnsonDiversey Inc. For more information, go to [www.johnsondiverseys.com](http://www.johnsondiverseys.com).

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