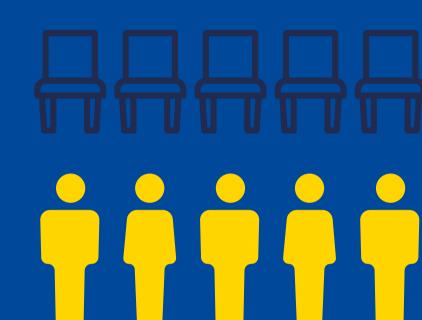


The background in numbers

50% of businesses who

reported a worker shortage stated they were unable

to meet demands



between 2019-2021

seekers from the EU dropped by one third

The number of job



left the UK during the pandemic.

100

75



A record number of job vacancies in Sep-Nov 2021

workers plummeted in June 2020, at the fastest rate since 1997

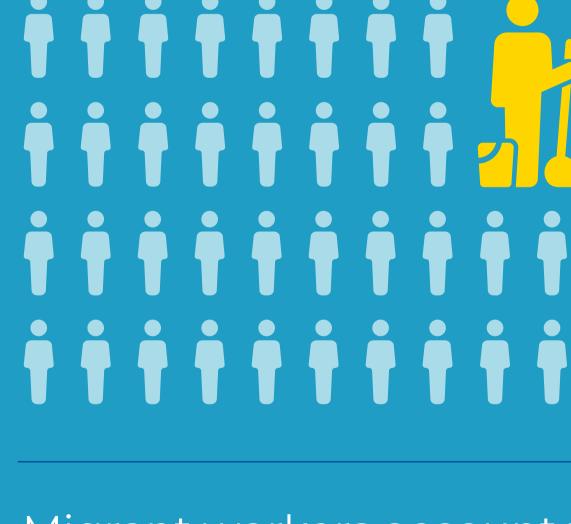
The number of available



The cleaning sector makes up 5% of the UK Workforce

Cleaning Sector Demographics

Thats 1.47 million people



77% working in

general cleaning are female Migrant workers account for a third (32%) of

47%

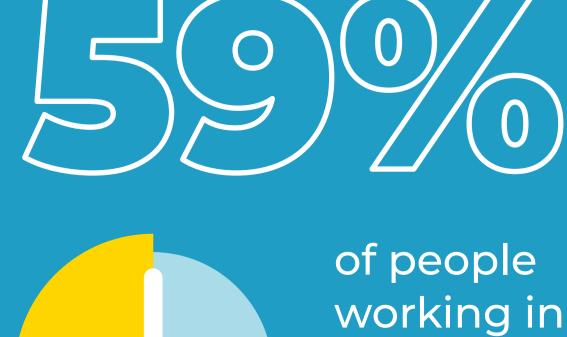
of the cleaning

workforce do

not hold a level

2 qualification

workers in the general cleaning of buildings





all sectors (V11%)

part time

cleaning

roles work

Just 6% are managerial or senior positions

25 - 55 25 Just 5% of staff are under 25 -We have an ageing workforce,

(v21% overall)

with 29% of staff aged over 55

much lower than seen across

of the usual workforce may be abs

As such... going into 2022, up to

may be absent.











What has caused the shortage of cleaning operatives?

Several factors have led to the

current shortages of skilled cleaners:

The Covid-19 Changes to the

Immigration Act



pandemic





Brexit

in vacancies of

250% or more.



during the pandemic adding extra risks to the job. 3. Pressure: Increased visibility for cleaning (great) teamed

with staff shortages (bad), increase burden and

pressure on remaining staff leading to burnout.

in the sector felt invisible and undervalued.

reassessing their careers:

Cleaners often travel long distances and work unsociable,

long hours. An ageing workforce and changeable demand

cancer than the average worker due to the chemicals they

work with, this is only exacerbated by increased cleaning

Cleaners are significantly more likely to develop lung

during the pandemic has led some talent to leave the sector.

4. Rewards: The sector is notorious for low pay and few benefits and until recently, many working

1. Work-life Balance:

2. Risk:

Some sought other avenues.

Pandemic pay disparity vs other sectors By the end of 2021, the average wage for a 'loading and stocking' job had increased 5.2%.

only increased 3.3%.

How to recruit and retain the best cleaning operatives in 2022

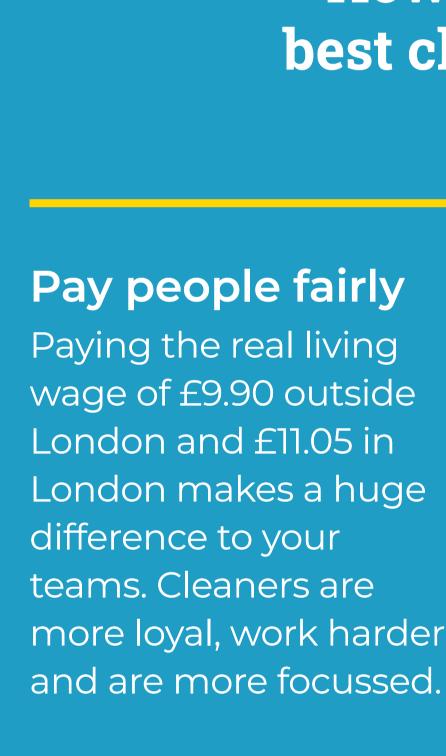
increasingly tempting to jobseekers.

By comparison, the average wage in 'cleaning roles'

During the pandemic it has not been uncommon in

sectors like logistics, transport or warehousing to see

overnight pay rises of 20% to 30% making those roles



Get inventive with Pay people fairly rewards Paying the real living Limited on budget? wage of £9.90 outside Hourly pay isn't London and £11.05 in everything. 80% of London makes a huge employees are willing difference to your to work much harder teams. Cleaners are for a more appreciative more loyal, work harder



boss.

Building a business case for cleaning investment



taken seriously.

the clean

in public spaces makes

them feel that safety

measures are being

45% of survey respondents agreed that the visibility of cleaning in progress would encourage them to return to a built environment, whether that is an office space, shopping centre or airport.

had enhanced the absenteeism.

80%

More than 80% of

employers believe that

the real Living Wage

Be realistic

hours, low pay or

Roles with unsociable

remote locations may

require higher hourly

rates now than they

There is simply more

competition for talent.

did pre-pandemic.

Sources: https://britishcleaningcouncil.org https://www.livingwage.org.uk/ https://www.bics.org.uk/ https://www.theguardian.com/ https://www.twinfm.com/ https://uk.indeed.com/ https://www.resolutionfoundation.org/ https://uk.talent.com/ https://www.cleaning-matters.co.uk/





