

SPARKLE

CHARLES STURT CAMPUS SERVICES



MESSAGE FROM THE GM

I sincerely wish everyone the BEST year in 2025.

Here are some examples of how we can live the CSCS Values and create and build the BEST business and the BEST workplace:

CSCS Values: Both as a company and as individuals, we want to be the BEST.

Message is continued on the next page.

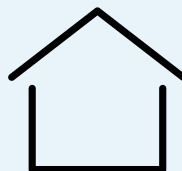
Can you figure out what's coming up in this issue:
Use the clues below to give you a hint



LET'S
CELEBRATE



BEST



Recognition And Acknowledgement Program



RAAP Info & Nomination Form

SUMMER 2025

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- PPE WORD SCRAMBLE
- EXPLORE AND QR QUICKLINKS

Got something to share ???

Send your news and pictures to Caitlin at cscsadmin@csu.edu.au for inclusion in the next newsletter.



"Each person entering their space, whether it be work, study, rest or play; at the very most we want them to recognise our contribution to their environment, and at the very least carry on oblivious to what we really do."

MESSAGE FROM THE GM **BEST**

B - Be Open, Honest, Flexible, and Dependable

Open and Honest:

Leaders: We strive to create a transparent, open environment where communication flows freely. If something isn't working, we want to hear about it—your honesty helps us identify challenges and find solutions together.

Team Members: We encourage you to share your concerns openly, whether it's about workloads, resources, or any other challenge. Honest communication helps everyone grow and succeed.

Flexible:

Leaders: We understand that change is inevitable. We'll stay flexible with tasks, schedules, or resources and work with you to find solutions as needs shift.

Team Members: When priorities change or the unexpected happens, we encourage you to stay adaptable and reach out for guidance or support if needed.

Dependable:

Leaders: Your dependability is key to the success of the team. We trust that you'll follow through on your commitments, but we're also here to help you stay on track if you encounter any obstacles.

Team Members: We rely on your commitment to get the job done. If you need assistance, let us know—we're all part of the team, and supporting one another ensures we all succeed.

E - Enrich the Culture

Respect:

Leaders: We prioritise treating everyone with respect, recognising the unique contributions of each individual. It's important that we lead with kindness and actively listen to all voices in the team.

Team Members: Respect is a two-way street—please treat your colleagues and clients with kindness and respect. If you ever feel disrespected or uncomfortable, we want to hear about it so we can address it promptly.

Tolerance & Diversity:

Leaders: We're committed to fostering a diverse and inclusive environment. We'll always strive to create a space where everyone feels welcome and valued. Your feedback is essential to making sure we continue to evolve.

Team Members: Embrace diversity—it strengthens our team. If you see opportunities to further promote inclusivity or feel that diversity isn't being respected, don't hesitate to speak up. Together, we can keep improving.

Wellbeing:

Leaders: We care about your well-being and are dedicated to providing resources and a safe, supportive environment. If you feel overwhelmed or need extra support, please let us know.

Team Members: Take care of yourself, and don't hesitate to ask for what you need to thrive. If your well-being is affected by workload, environment, or anything else, we'll work together to make things better.

S - Seek Professional Growth and Positive Impact

Professional Growth:

Leaders: We are dedicated to helping you grow professionally. We offer resources, training, and opportunities to develop new skills and take on new challenges. Our job is to guide you and support your growth path.

Team Members: We want to see you grow in your role! Let us know about your career goals, and we'll work together to help you achieve them. Take advantage of training and opportunities to build on your skills. If you see someone actively pursuing their growth, consider nominating them for the RAAP recognition program to celebrate their dedication and achievements.

Positive Impact on the Community/Environment:

Leaders: We believe in making a positive impact not just within our company but also in the wider community and environment. We'll lead by example and encourage initiatives that support sustainability and community outreach.

Team Members: Together, we can create a positive impact. We encourage you to bring forward ideas for community involvement, sustainability practices, or anything that helps us do better for the world around us. Your involvement makes a difference.

T - Target Continuous Improvement, Opportunity, and Growth

Leaders: We are committed to continuously improving how we work, learn, and grow. By seeking opportunities for improvement in all aspects of our business, we set the stage for both individual and collective success. We'll support you in identifying areas where you can improve and help you grow professionally.

Team Members: We encourage you to actively seek opportunities for growth—whether it's improving your own skills, finding ways to do your job more efficiently, or proposing new ideas for the team. If you have suggestions for improvement, we welcome them, and through RAAP, we can recognise and celebrate those who consistently drive positive change and growth.

FEEDBACK

THANK
YOU
😊

Wagga residential cleaning teams for the great job they have done getting the cottages and residential areas up this year for the return of the students, it is the best I have ever seen them, thank you team for all your hard work.

Malina-Anne Kendell (ResLife Wagga)

Well done on all the Hard Work stripping and sealing the floors during the detail clean over the Christmas break. The floors are looking great! Awesome job.

well done!

Bill Steinmetz (Kildare Catholic College, Wagga)

Residential areas are lovely and clean

Justine Booth (ResLife Bathurst)

A big factor of CSCS getting the Assumption & St Philomenas school contracts had to do with the great work we have done at the Catholic Education Bathurst Diocese Offices.

Keith Hogan (Catholic Education Bathurst Diocese)

Thank you and great start for the new cleaning team.

Sheree Ashcroft (St Philomena, Bathurst)

AMAZING

Great communication for organising the annuals to move all furniture and do carpet cleaning. I really appreciate the extent Nicole goes to to work around me.

Maree Smith (Port Macquarie)

I want to say a huge thank you to you and your team for the support you have provided FOSH this year. Your collaborative and proactive approach makes CSCS a pleasure to work with. Additionally, I want to acknowledge the amazing job Cim has done with the floors. As you know they are very old (should be replaced) and it is hard to get them to look clean, but Cim has worked and worked on them, and they are looking as good as possible.

Kylie Kent (Peter Till Labs, Albury)

Thank you!
Enjoy a little morning tea snack on us (packets of snacks left to share around the team.)

Liesel Moulton (School of Rural Medicine, Orange)

Your team do a lovely job
It's always so nice to come in and the place looks great it's hard work but we really notice it.

Nicole (Marathon Health, Albury)

FANTASTIC!

I would personally like to thank your team, and especially Andrew, for their hard work and assistance during this first extension period and hope this relationship continues.

If you have any questions regarding the above, please do not hesitate to reach out.

Matthew Jackson (Riverina Water, Wagga)

Positive feedback for the care and effort put in by the Entire CSCS Team during the Detail Clean over the 2024/25 Christmas break. The whole school is looking fantastic, and the scrubbing of hard flooring looks great.

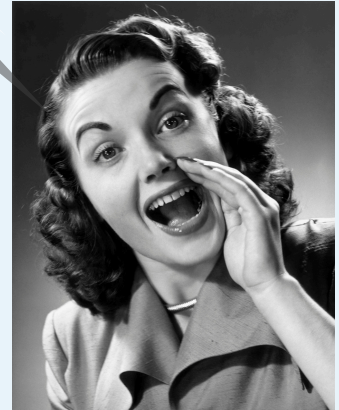
Thank you all, Great Job!

Barbara Bryce (Mater Dei Catholic College, Wagga)

**NOMINATE YOUR
FABULOUS
CO-WORKERS NOW
AND THEY CAN
CHOOSE A COFFEE
VOUCHER OR HALF
AN HOUR TIL!**



RAAP FORM



RECOGNITION AND APPRECIATION PROGRAM

**NOMINATE A CSCS TEAM MEMBER BY SUBMITTING A RAAP NOMINATION FORM AT
WWW.CSU.EDU.AU/ENTERPRISE/CSCS**

**ONE POINT IS AWARDED PER NOMINATION
EVERY PERSON NOMINATED PER MONTH RECEIVES A REWARD
ANNUAL SITE AWARDS RECOGNISE THOSE WITH MOST POINTS FOR THE YEAR**

PF	POSITIVE FEEDBACK (INFORMAL/FORMAL COMPLIMENT)
POS	CONSISTENT POSITIVE AUDIT RESULTS (QRC)
CR	CONSISTENTLY RESPONSIVE TO WORK REQUESTS & INITIATIVES
PA	POSITIVE ATTITUDE (team work, charity, volunteering, generosity, morale)
AB	ABOVE & BEYOND

NORTHERN AREA

Hi Team.

Welcome to 2025. As usual we have reached and conquered a very busy time of year prepping for O week & returning students. Thank you for all your hard work for all the new students and returning students alike.

In Bathurst we have taken on some external contracts with Catholic Education Diocese of Bathurst offices, Assumption school and St Philomena's school. The team have gone into these areas and made an instant impact in the buildings. Well done to all those involved.

Later in 2025 we will have a look at some Orange School contracts when they become available. By CSCS successfully tendering in the education sector increases our footprint not only with CSU but in the community.

Welcome to all our new Team members across the campuses & a big thank you to all those who have left since the last newsletter. We always appreciate your efforts to the student experience.

Each person entering their space, whether it be work, study, rest, or play; at the very most we want them to recognise our contribution to their environment, and at the very least carry on oblivious to what we really do.

Please remember to stay safe and report any concerns that you may have to your management team on your campus.

Damien Blattman

CSCS Northern Area Manager

Bathurst - Dubbo - Orange - Port Macquarie



SOUTHERN AREA

Hi All,

Firstly congratulations to everyone for a great 2024 and we know things are starting to get busy again in 2025 with the students due to start arriving next week.

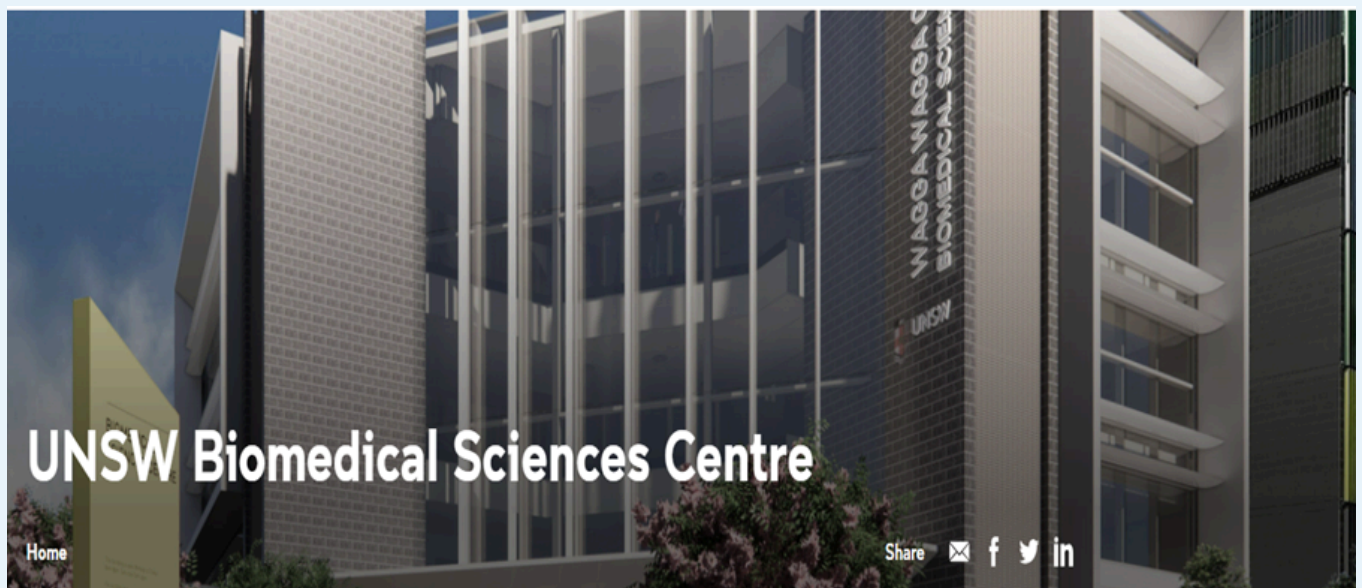
Thank you to the supervisors and cleaning team members who put in a huge effort over the break to ensure annual cleans were completed and that the university is looking good for the students arrival. I would like to take the opportunity to give a big CSCS welcome to the following new team members who have joined our team in the Southern Area since the last newsletter.

Wagga: Helen Haile, Kamilla Bertram, Hakimeh Rahimi, Anuj Acharya, Fiona Dowling, Jialben Prajapati, Mitul Prajapati and Sohilali Mukhi.

Albury: Kinley Choden.

To all new employees I am sure you will meet new people and find working with CSCS a very rewarding experience.

Wagga has picked up another new contract UNSW see below picture.



Looking to this year I am sure we will be all busy again, look forward to seeing you all when I can get to your campuses, stay safe!

Graham Biddle

CSCS Southern Area Manager

Albury – Wagga Wagga - Canberra



RAAP AWARDS 2024



Overall Operations Winner
Mellissa Waipuka



OPERATIONS - SITE WINNERS

Albury

1st Jenny Wilson
2nd Diane Doughty

Dubbo

1st Christine Amos

Bathurst

1st Mellissa Waipuka
2nd Jinnefer Destura

Canberra

1st Samuel Spencer

Orange

1st Lee Adams
2nd Lisa Maggs & Lynda Howarth

Port Macquarie

1st Candice Fitzroy
2nd Jayme Smith Russell & Syed
Hishamudin Bin Syed Baharum

Wagga Wagga

1st Lea Day
2nd Mohammad Sarabally &
Reece Dooner & Tanya Higgins

Team Leader

1st Cimon Blundell
2nd Sharon Roberts

Management

1st Elizabeth Day
2nd Nicola Holley

Corporate

1st Simone Brown
2nd Damien Blattman



Above: Overall Operations Winner Mellissa Waipuka (Bathurst) and Chris Faucett (Finance Operations Manager)



Below: Port Macquarie Winners and Nicole Lindsay (Port Macquarie Senior Supervisor)



Orange Winners: Lee Adams, Lynda Howarth and Lisa Maggs with Damien Blattman (Northern Zone Manager) and Nicola Holley (Bathurst Senior Supervisor)

Wagga Winner: Lea Day with Martin Dooner

PPE: SAFETY GLASSES



Safety glasses are a big part of your everyday Personal Protective Equipment (PPE). Below is an excerpt from the Personal Protective Equipment (PPE) Guidelines, this document can be found in the Document Library on the CSCS Website or you can request a copy from your supervisor.

All CSCS employees are issued with a pair of safety glasses when they begin their employment. If you do not have a pair of safety glasses, please speak with your supervisor and they will issue you with a new pair.



EYE PROTECTION/FACE PROTECTION

Possible Hazards:

- Flying objects / debris;
- Cuts;
- Abrasions;
- Bruises; and
- Eye damage or blindness.



Safety Controls:

- Wearing eye protection or face protection where objects or debris can become projectiles and cause damage to the face or eyes, such as lawn edger's, angle grinders and generally most power tools;
- Wearing eye or face protection when chemicals and solvents are being used or handled;
- Wearing eye and face protection when carrying out hot work such as using welding and cutting equipment; and
- Make sure water is available for flushing the eyes and washing skin.

It is important to highlight how indispensable safety glasses are in any workplace. According to the Australian Institute of Health and Safety (AIHS), eye injuries are a prevalent workplace hazard, with the potential to cause significant harm and even permanent damage. In fact, statistics indicate that approximately 125,000 eye injuries occur annually in Australia alone, many of which are preventable with the proper use of safety glasses.

Wearing protective eyewear significantly reduces the likelihood of eye injuries caused by accidents or mishaps. Safety glasses and goggles help prevent cuts, scratches, burns, and other eye trauma by acting as a protective shield.

This informational sheet is thanks to the efforts of the Work Health Safety Committee. For more information about the WHSC speak with your team leader or supervisor.

OUR VALUES



B

Be open and honest, flexible, dependable and responsive to the needs of the business and clients.

E

Enrich our culture by fostering a safe and inclusive workplace that acknowledges social values such as respect, tolerance, diversity and wellbeing.

S

Seek ways in which we can professionally reach our full potential and have a positive impact on the wider community and the environment.

T

Target continuous improvement, opportunity and growth.

CAMPUS HIGHLIGHTS



team
work



Above: Wagga team working together to get residential buildings ready for 2025



Above: Topaz mishap (cleaner fashion statement) with Robyn on Albury Campus

AMAZING
WORK!



Above: Kildare Catholic College Science Lab floors before and after. End of year cleaning in Wagga.



Above: 2024 End of Year Celebration at Wagga Campus.

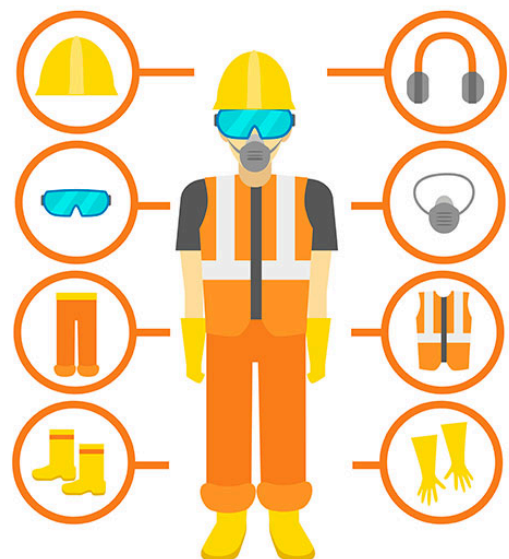
PPE WORD SCRAMBLE

1. LAEGSSS
2. UESNSCNER
3. HSEOS
4. LSOEVG
5. AKMS
6. THA
7. FERFMUA
8. EHISLD
9. HSRENAS

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____

Answer key:

1. LAEGSSS = GLASSES
2. UESNSCNER = SUNSCREEN
3. HSEOS = SHOES
4. LSOEVG = GLOVES
5. AKMS = MASK
6. THA = HAT
7. FERFMUA = EARMUFF
8. EHISLD = SHIELD
9. HSRENAS = HARNESS



EXPLORE

QR CODES MAKE IT QUICKER....

Try the QR codes below to explore some of our resources. Just hover your QR code reader or mobile camera over each QR code to be taken to the links. Once you are taken to the resources you can explore further by clicking on links within the site. For some links you may need your staff login. If you need any help reach out to your Supervisor or email cscs@csu.edu.au



SAFE WORK METHOD
STATEMENTS (SWMS)



SAFETY DATA SHEETS
(SDS)



WEB KIOSK - Payslips
& Leave



CSCS WEBSITE
Use your staff login



INDUCTION &
TRAINING



CSCS TEAM CONNECT
News, Updates, Jobs

WI-WALK



Step 1: Register and
watch presentation



Step 2: Complete
WIWALK Form

IMPORTANT:

Please remember to log onto WebKiosk once every 3 months to update your password. If you require assistance reach out to your supervisor or email cscs@csu.edu.au

Contact Us

If you would like to receive future copies of this newsletter by email, please send your details to cscsadmin@csu.edu.au

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