

# CHARGE.....TOWARDS THE FUTURE

ceramics

Heavy  
clays

refractories

***A strategy to deliver continuous health and safety improvements in the Ceramics, Heavy Clays, Refractories, Glass, Cement and Concrete industries***

glass

cement

concrete

## our mission statement –

**CHARGE** is a tripartite body with representatives from industry, trade unions and HSE.

It represents the views on health and safety in the ceramics, heavy clay (brick, tile and pipe), refractories, glass, cement and concrete industries.

These industries together employ (183,500) workers and make a contribution to the UK economy of £x millions per annum.

The CHARGE strategy is to:

- *Identify, share and promote best practise to deliver reductions in injury and ill health through a programme of continuous improvement in accordance with the 'HSC Strategy for Workplace Health and Safety in Great Britain to 2010 and beyond'.*

## our targeted initiatives –

under the revitalising agenda, each sector represented by CHARGE has set up an initiative through which performance targets have been set

ceramics

### ***CERAMICS PLEDGE***

- to reduce the number of fatal and major injury accidents by 10% by 2010

- to reduce the number of work-related ill health cases by 20% by 2010

Heavy clays

- to reduce the number of working days lost by 30% by 2010

refractories

**This means X fewer injuries, X fewer cases of ill health, and X fewer working days lost compared to the year 2000**

glass

### ***GLASS CHARTER***

- to reduce the number of accidents by 30% by 2010

**This means x fewer injuries compared to 2000**

concrete

### ***CONCRETE TARGETS***

- to reduce the number of RIDDOR-reportable accidents by 50% by 2010

- to reduce the amount of lost time by 50% in 5 years

**This means xxx fewer injuries and xxx fewer lost days**

cement

### ***CEMENTING GOOD PRACTICE***

- to achieve a 30% year-on-year reduction to 2010

**This means xx fewer injuries**

## how will we do this –

- ❖ promote effective safety management systems
- ❖ encourage visible **felt** leadership on health and safety by senior management
- ❖ involve and value the contribution of all workers
- ❖ share good ideas and encourage the adoption of ‘best practice’
- ❖ work with others in partnership and engage relevant stakeholders
- ❖ support industry initiatives and campaigns which focus on health and safety improvements
- ❖ provide advice and guidance **to as wide an audience as possible**
- ❖ **(act as the forum for discussing new/changes to law/COPs/guidance and assessing the impact on the industries represented)**

## what will we do –

- support the RHS national targets
- support industry RHS initiatives
- identify areas for continuous improvement using agreed performance measures**
- assist industry sectors to identify priorities for action
- monitor, evaluate and annually report on progress towards targets
- communicate the strategy and provide a channel for feedback

## **assessing our impact –**

- **we will evaluate the effectiveness of the strategy against key performance indicators**
- **we will review the continuing appropriateness of our performance indicators as indicators of cultural change**
- **we will recognise success and identify what works**
- **we will communicate our findings to the benefit of all**

## **Strategic targets**

Each sector represented on CHARGE has its own 'industry initiative' , and we recognise that within each sector, individual companies will have their own health and safety improvement plans identifying priorities for action. Company and sector objectives, backed up by measurable performance indicators, will contribute to the attainment of the wider industry targets and lead to a culture of continuous improvement.

Although not all companies are members of a targeted initiative, we hope that through CHARGE good practice will be shared so that all sectors and companies can contribute to driving down injuries, ill health and sickness absence.

In addition to the targets set by individual sectors comprising CHARGE, we have agreed that by 2010:

### **Injury & Ill Health:**

- the non-fatal injury rate will be reduced to xxxx per 100,000 employees or better
- the ill health rate will be reduced to xxxx per 100,000 employees or better

### **Working Days Lost**

- the number of working days lost as a result of workplace injury and ill health will be 9% lower than the number for the period April 2004 – March 2005
- there will be effective arrangements for managing sickness absence and return to work procedures in place
- there will be access to occupational health services

### **Safety Management, Culture & Governance**

- companies will be able to show they have an effective health and safety management system to a recognised standard
- companies will be able to show they have a culture of continuous health and safety improvement
- companies will be able to demonstrate senior management commitment and governance using an appropriate assessment tool

*flow chart to show links between CHARGE/HSE/HSC and industry initiatives*

## Appendix ( ) How CHARGE works

- Representatives who attend CHARGE are equal partners
  
- Work is shared between partners
  
- Health and safety objectives incorporated into action plans will be expressed as far as possible as **Specific, Measurable, Achievable, Realistic and Timebound** outcomes
  
- Outcomes should be linked to reductions in numbers of injuries, cases of ill health and days lost through work-related sickness absence
  
- The **Key Performance Indicators** against which performance is assessed are **(ratified)** by CHARGE for each targeted initiative **and reported on annually**
  
- Activities, events, and projects under the CHARGE (banner) will have SMART objectives which contribute to the delivery of the CHARGE strategy
  
- When planning such activities, events or projects consideration should be given to the way in which the outcomes can be measured and the associated success criteria.