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**CHARGE**  
**(Ceramics, Heavy Clay, Refractories and Glass Joint Health and Safety Committee)**

**Enlargement**  
**A paper by T.R. Aston, Secretary CHARGE**

**Issue**

1). When CHARGE was formed provision was made in the constitution for enlargement to accommodate other related industry sectors when the need or opportunity was identified.

**Background**

2). Resources of CHARGE member organisations continue to be under challenge. HSE's Metals and Minerals Sector has ceased to exist and has been absorbed into the new Manufacturing Sector. There continues to be contraction in the numbers employed in the industrial organisations from which CHARGE draws its membership, and in particular from which it draws resources for Project Groups or Working Parties.

3). Key activity in the CHARGE industries centres around the "Revitalising Agenda". Both the glass and ceramics industries have initiatives to deliver this (Ceramics Pledge and Glass Charter). CHARGE project groups are specifically tasked with producing supporting programmes. Recently other industries served by The Mineral Manufacturers Section of the HSE Manufacturing Sector have implemented, or are in the process of implementing, "Revitalising Initiatives" which are broadly similar in concept to the Pledge and Charter. These are in the cement manufacturing industry and concrete products manufacturing industry.

**Proposal**

4). If the concrete and cement industries were to join CHARGE there would be a number of potential benefits:

-- there would be obvious synergies with the various revitalising initiatives that would allow cross-fertilisation of programmes, activities and best practice;

-- a wider pool of contributors to projects would become available;

-- a more effective use of HSE sector staff could be achieved by reducing duplication in support activity for different industries;

-- the increase in the employed numbers represented by CHARGE would give greater authority to its voice in dealing with other bodies it may seek to influence.

5). CHARGE is therefore asked to approve that a formal approach be made to employer and employee organisations in the cement manufacturing industry and concrete products manufacturing industry with a view to them becoming members.

### **Timing**

6). Invitations would be issued with a view to these industries sending observers to attend our next meeting and becoming full members thereafter.

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