

# CHARGE...

## Towards the future



A strategy to deliver continuous improvement in the health and safety performance of the ceramic, heavy clay, refractories, glass and glazing, cement and concrete industries.

Being part of the solution in support of the HSE's Strategy for the health and safety of Great Britain.

### What is CHARGE?

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

It provides a forum for exploring common health and safety themes, identifying priorities, sharing key learning points and good practice, and providing strategic direction to health and safety continuous improvement programmes in member organisations.

It represents the ceramics, heavy clay (brick, tile and pipe), refractories, glass and glazing, cement and concrete industries.

Together these industries employ 100 000 people and contribute £5.4 billion per annum to the UK economy.

Our mission is to:

Identify, share and promote good practice to deliver reductions in injury and ill health through a programme of continuous improvement in accordance with HSE's Strategy 'The Health and Safety of Great Britain \ \ Be part of the solution'.

### 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 time-bound (SMART) outcomes.

Outcomes should be linked to reductions in the numbers of injuries, cases of ill health and subsequent reduction in days lost.

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 will be given to the way in which the outcomes can be measured and the associated success criteria.

## Targeted initiatives

Each sector represented by CHARGE has its own health and safety targeted initiative, which provides the means for addressing sector-specific issues and setting specific improvement goals.

Cement	Cementing Good Practice
Ceramics/heavy clay and refractories	Ceramics PLEDGE
Concrete	Concrete Targets Scheme
Glass/glazing	The GLASS charter

Within these sector-based initiatives, individual companies will have their own health and safety improvement plans identifying priorities for action. Sector and company objectives, backed-up by measurable performance indicators, will contribute to the attainment of wider industry goals and lead to a culture of continuous improvement.

Although not all companies in a given sector may be members of an industry initiative, CHARGE provides both the means and communication channels for sharing good practice so that all sectors and companies may have the opportunity to contribute to driving down injuries and ill health.

## Strategic targets

### **Leadership, management and culture**

In addition to targets set by individual sectors comprising CHARGE, we have agreed that by 2015 companies that are part of an industry initiative represented by CHARGE:

- will be able to demonstrate leadership, management commitment and governance using an appropriate assessment tool;
- will be able to show they have an effective health and safety management system; and
- will be able to show they have a culture of continuous health and safety improvement.

### How we will do this?

- By encouraging strong leadership in health and safety by senior management, starting at the top with them promoting an effective health and safety culture.
- By encouraging an increase in competence so as to promote sensible and proportionate risk management by ensuring members and appropriate training providers are made aware of improvement priorities.
- By promoting worker involvement and consultation, and valuing the contribution of all employees, including those on safety committees and safety improvement groups, in both unionised and non-unionised workplaces of all sizes.
- Creating healthier, safer workplaces by targeting key health issues and setting priorities to reduce the incidence rate and number of cases of ill health, deaths and accidents through supporting industry initiatives and campaigns which focus on health and safety improvements.

- By providing advice and guidance to as wide an audience as possible including helping SMEs understand how to control risks proportionate to their work activities.
- By sharing good ideas and encouraging the adoption of 'good practice'.
- Recognition that everyone has a role to bring about improvements in health and safety performance, by working with others in partnership and engaging relevant stakeholders.
- By providing a forum for discussing proposed, new or revised law, Codes of Practice and guidance, assessing its impact on the industries represented and providing feedback.

## What will we do?

- Support the HSE strategy 'The Health and Safety of Great Britain \ \ Be part of the solution'.
- Communicate the Strategy and provide a channel for feedback.
- Support industry 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.
- Annually review and update plans.

## 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.

## Further information

HSE priced and free publications can be viewed online or ordered from [www.hse.gov.uk](http://www.hse.gov.uk) or contact HSE Books, PO Box 1999, Sudbury, Suffolk CO10 2WA  
Tel: 01787 881165 Fax: 01787 313995. HSE priced publications are also available from bookshops.

For information about health and safety ring HSE's Infoline Tel: 0845 345 0055  
Fax: 0845 408 9566 Textphone: 0845 408 9577 e-mail: [hse.infoline@natbrit.com](mailto:hse.infoline@natbrit.com) or write to HSE Information Services, Caerphilly Business Park, Caerphilly CF83 3GG.

This document is available at [www.hse.gov.uk/manufacturing/charge.pdf](http://www.hse.gov.uk/manufacturing/charge.pdf).

© *Crown copyright* This publication may be freely reproduced, except for advertising, endorsement or commercial purposes. First published 10/09. Please acknowledge the source as HSE.