

CHARGE 2020: a strategy to deliver continuous improvement in health and safety performance in the non-metal mineral product manufacturing industries.



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

It provides a forum for exploring common health and safety themes, sharing good practice and informing strategic direction to health and safety targeted initiatives in member organisations. The body is chaired by a representative of HSE.

It represents the cement, ceramic, concrete, heavy clay, asphalt, refractory, glass, stone and other related non-metal mineral product manufacturing industries.

These industries are characterised by the use of non-metallic mineral raw materials. These raw materials often contain Silica and many of the industries represented on CHARGE have operatives potentially exposed to harmful levels of Respiratory Crystalline Silica (RCS). Other hazards in common include workplace transport; handling & storage of product; and slips trips & falls.

Together these industries employ around 100,000 people and contribute £4.2 billion per annum to the UK economy [2013 figures]

Our mission is to:

“Identify, share and promote good practice to deliver reductions in injury and ill health in accordance with HSE’s strategy”

How CHARGE works

Sectors represented by CHARGE have their own health and safety targeted initiatives, which provide the means for addressing sector-specific issues and setting specific improvement goals.

The initiatives are governed by trade bodies represented on CHARGE with the active support of HSE. Some examples of established initiatives for relevant sectors are..

Ceramics Pledge – British Ceramics Confederation

GLASS Charter - British Glass Manufacturers' Confederation; Glass & Glazing Federation

Safer by... /Healthier by... - Mineral Products Assoc; British Precast Concrete Federation

Stone Safe – The Stone Federation GB

[More information about current member initiatives can be found on the CHARGE web pages of the HSE website or direct from the individual trade associations.]

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.

Key characteristics of targeted h&s initiatives....

- Strategic in nature
- Clear governance arrangements
- Collects data & evaluates member performance
- Actively promotes h&s improvement
- Sets out baseline expectations to members.
- Produces or signposts guidance
- Proactively offers h&s support to sme
- Engages with supply chain
- Reports performance to CHARGE
- Shares key outputs with other CHARGE members.
- Takes interest in h&s improvements amongst non-members in their sector
- Proactively engages with HSE.

Strategic Direction

In its previous strategy, [“CHARGE... Towards the Future”](#) individual sectors were challenged to demonstrate improved *leadership*, management commitment and culture in their industries. It remains a key priority for CHARGE to promote these matters.

Being a tripartite body, CHARGE retains a strong commitment to promoting *worker involvement* as an effective means of improving the health and safety culture.

CHARGE expects each health and safety targeted initiatives to set challenging targets for improvement in their sectors that cover both health and safety. The targets will also be...

- Measurable
- Looking forward to 2020 and beyond.
- Informed by any priorities identified for that sector.
- Mindful of the strategic purpose of CHARGE and the strategy ‘Helping Great Britain Work Well’.

What will CHARGE members do?

Member trade groups should consider the following goal descriptors as useful ways to meet the Charge strategic purpose. It is for the member group not Charge to determine the priority given.

- By encouraging strong leadership in health and safety by senior management. An effective health and safety culture starts at the top.
- By encouraging improved competence of workers and managers. Competence at all levels is important in *managing risk well*, in a sensible and proportionate way.
- 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.
- By *acting together* to bring about improvements in health and safety performance. Engage with others such as suppliers, training organisations or other trade bodies in partnership.
- By targeting key health issues and thereby promoting the *tackling of ill health* in the workplace. Explore ways to measure leading health indicators.
- By setting priorities to reduce accidents and non-injury incidents and thereby promoting safer workplaces. Collection and evaluation of incident data should be used to inform priorities.
- By providing advice and guidance to employers and in particular *supporting small employers*. Consider safety and health awareness events and also modern media communications.
- By *sharing our success* and encouraging the adoption of ‘good practice’, a positive image of health and safety is promoted.
- By providing a forum for discussion to ensure you are *keeping pace with change*. Change may include technological developments, proposed revisions of the law and modernised guidance.

What will the CHARGE committee do?

CHARGE itself does not have targets but it provides a forum to inform and discuss.....

- The strategy “Helping Great Britain Work well”
- The CHARGE strategic purpose
- Successes in trade body activity
- Emerging issues and concerns
- Issues of on-going concern (eg Respiratory Crystalline Silica)
- The HSE manufacturing sector strategy and related work plans
- Regulatory changes
- HSL research outcomes
- Evaluation of the performance of industry initiatives.
- Industry initiatives support for each other.

Evaluation

CHARGE values the recognition of success in improving health and safety. The members of CHARGE have already achieved many improvements in their industries. However we are not complacent. Effectively evaluating performance is an important part of the strategic direction CHARGE wishes to promote.

CHARGE will evaluate its activity and those of its member bodies in the year 2020 and periodically before that date. The CHARGE committee will produce an evaluation plan to support this strategy.

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