STOP WORK Authority

A Safety Multiplier

March 17, 2021
Stop Work

• **What it IS**
  - A tool to stop work once an unsafe act has been identified that needs addressing
  - A tool to stop work once an unsafe condition has been identified that needs addressing

• **What it is NOT**
  - A tool to stop work with no existing or potential safety hazards present
STOP WORK POLICY
EMPLOYEE SAFETY OBLIGATION

All City of Rocky Mount employees have the responsibility and AUTHORITY to initiate STOP WORK Immediately without fear of reprisal when an employee believes a situation exists which places himself/herself, a co-worker or the environmental in imminent danger or at risk. First alert your supervisor of the hazardous condition and your intent to STOP WORK. Alert the Safety Officer at 252-343-3206 if no action is taken by your supervisor.

POLIZA DETEN EL TRABAJO
OBLIGACIÓN DE SEGURIDAD DEL EMPLEADO

Todos los empleados de la Ciudad de Rocky Mount tienen la responsabilidad y la AUTORIDAD de iniciar DETEN EL TRABAJO Inmediatamente sin temor a represalias cuando un empleado cree que existe una situación que lo pone a sí mismo, a un compañero de trabajo o al medio ambiente en peligro inminente o en riesgo. Primero avise a su supervisor de la condición peligrosa y su intención de DETENER EL TRABAJO. Alerte al Oficial de Seguridad al 252-343-3206 si su supervisor no toma ninguna medida.
Stop Work Goals

• Employee empowerment
• Employee engagement
• Leadership support
• Improve safety
  • Reduced accidents, property damage
  • Reduced injuries, workers’ comp costs
  • Implementation of new ideas that promote safety in the workplace
  • Documentation of routine and non-routine tasks (JSA, JHA)
Stop Work Training

• Document this process with a city policy or safety procedure
• Provide examples of when this tool can and cannot be used
  • STX (Situational Training Exercises) based on real world scenarios
  • Allow employees to ask “What if?” questions as part of the training
STOP WORK Situational Training Exercises

The following are examples of possible STOP WORK situations. Based on the situation select YES or NO and discuss. Correct answer is in bold.

1. An employee is directed to stand on top of a pair of forks on a forklift to be raised to the top rack of a shelving unit and retrieve material from a pallet. **YES** or **NO**
   a. **Forks are not meant for employees to ride or stand on. There are man-cage attachments available for sale where an employee is enclosed and safe from falling from a height >4ft. Fall protection is required when in use.**

2. An employee is directed to go to a job site that is a permit confined space entry. The employee is trained in confined space operations but lacks the equipment to perform the job safely. **YES** or **NO**
   a. **Permit required confined space operations must involve Confined Spaces trained personnel and equipment.**
Lessons Learned

• Train top to bottom
  • Sell them all on the WHY?

• Accept that for every scenario you’ve heard of, there are at least 10 more unknown to you

• Know the difference between a safety hazard and an HR issue
  • Ask what is the safety hazard?
  • Existing or potential?
  • Unsafe act or unsafe condition?
Questions
Thank you

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Thank you!

nsc.org/divisions