



2023 RESEARCH INFRASTRUCTURE WORKSHOP

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Reinforcement of the Stop Work
Authority Culture

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*“Even if you are on
the right track,
you’ll get run over if
you just sit there”*

Will Rogers





Refreshing the concept of SWA

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Stop Work Authority is a policy that organizations can adopt to empower employees, at any level, to immediately stop a job or task at work when a hazardous situation appears imminent, without fear of retaliation .



Its main objective is to involve the entire workforce in the prevention of accidents and work-related injuries and to create a safe workplace based on solid safety culture.



Why strengthen the SWA ?



Because people who perform these tasks are the ones who know best how to perform them safely.

When the authority to stop a job is applied by the Workers, we are not just giving them authority, we are using the knowledge of those who know most about the job to assess the risks and avoid them.

If we see it this way, the SWA is a unique tool for organizations and it is available at the rate of each worker.





SWA Benefits

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Contribution to the safety culture from the benefit of observational learning.

Every time someone applies the SWA, they activate observational learning. When we were children, we learned many behavioral patterns through the observation of our parents, our older siblings, etc., every time we saw our classmates receive prizes at school for their behavior, we were more likely to copy those behaviors. This process is called by the experts, vicarious or indirect reinforcement.

The benefit of applying the SWA is that it creates an image through observational learning which is automatically creating a reformation of the behavior. The consequence of applying the SWA is that others apply it.

Leadership support of SWA is key. SWA actions should always be backed but not immaculate.

Since working conditions can change, having a program like Stop Work Authority encourages employee involvement in hazard observation and increases the chance of identifying hazards before they result in near misses or tragic incidents.



SWA as an Safety Culture element



The concept of Total Safety Culture by E Scott Geller

There are different approaches to address prevention and each of them can be useful in some way. A necessary but not sufficient condition for success is the participation of all workers. But this participation must be accompanied by the visible commitment of all the agents involved towards this culture of prevention.

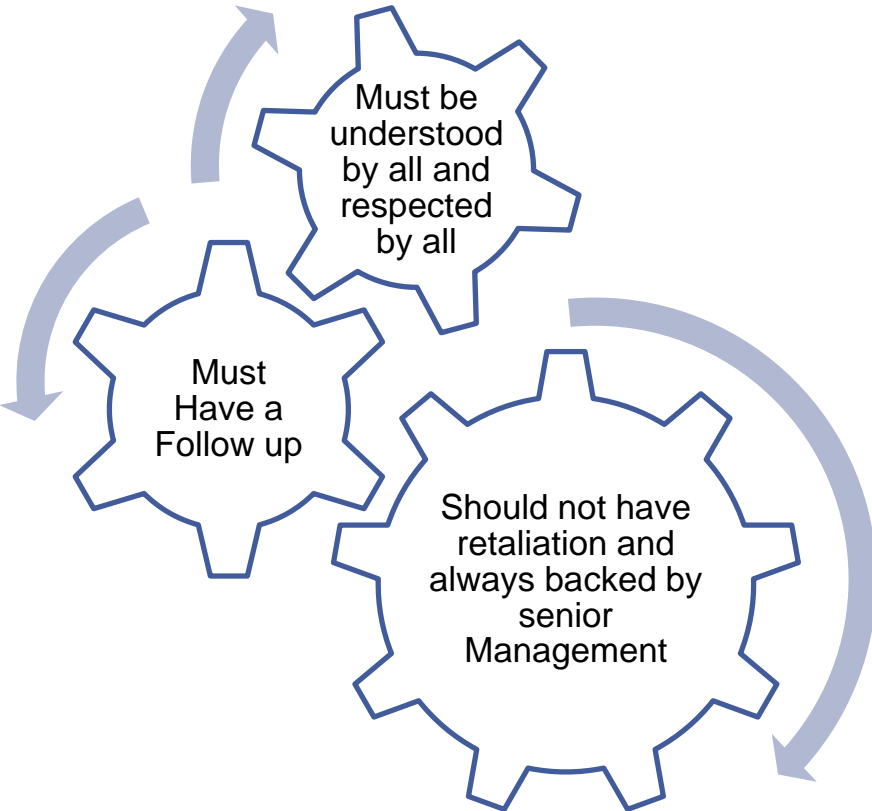


This new approach in which excellence in the quality of working life is sought. In short, prevention must be integrated into day-to-day activities, school and work, as a true "lifestyle" and not as an imposition.



Keys for the Implementation of the SWA

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No one person holds the key to safety culture!



SWA as an Equity Concept

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The SWA and its universal application gives us a unique opportunity to exercise equity in our organizations. When we declare that the SWA is applicable to any Employee regardless of their position in the organization, we accept and validate values such as that each person's contribution is valued in our organization, and their opinions are heard and treated with dignity, civility and respect.





SWA Training

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In a work environment that is bold enough to write safety principles that grant authority and the opportunity to shut down a manufacturing process, you also can imagine that mistakes will happen. To lessen such impacts, training is vitally important. Training should be performed to review the policy and program, teach how to identify hazards, teach how to recognize substandard behaviors, share the process for stopping the work when an issue is identified, and outline the notification process for affected personnel and management. There also should be a clear understanding of how the situation is investigated and corrected and returned to service via restart authority.





Obstacles for the implementation of the SWA

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- ❑ Fear of retaliation
- ❑ Lack of support from senior management
- ❑ Lack of dissemination of the process
- ❑ Not understanding the SWA process as a transversal right and responsibility
- ❑ Fear of the Stop Work Authority concept (*you can use whatever name you want as far as it applies to giving everyone authority to stop hazardous tasks*)





Don't be afraid to Stop an unsafe task

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- ❑ It is always better to focus our safety culture on prevention than on reaction or penalization
- ❑ It is always better to stop for a few minutes to think and anticipate than to react to correct, this is always more expensive in all aspects.
- ❑ It is always better to explain the development of a task to someone who does not understand it than to explain to a family why a family member will not sit down for dinner tonight.





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Questions ?