



# Stop Work Authority SWA

---

July 2024

# Housekeeping



**Muster Point**



# Presenter & Introductions



**Safety begins with me!**



Why am I here?

**You are the KEY to SAFETY!**



# What is Stop Work Authority?

*Stop Work Authority* empowers any employee to stop work without fear of retaliation if they observe an action or activity they believe to be unsafe. It is the link between psychological safety and physical safety, allowing employees to share their perspectives in a respectful and inclusive environment without fear of negative consequences.

For Stop Work Authority to be effective, employees must understand this enables them to speak up, and it is their responsibility to do so.



# Management Support

## **Senior Management Role:**

- Create a culture that promotes SWA, establishes clear expectations and responsibilities.
- Demonstrates support for using SWA without the potential for retribution.
- Resolves SWA conflicts when they arise.
- Holds employees and contractors accountable for full compliance with the SWA program.

## **Supervisors and Managers:**

- Promotes a culture where SWA is freely exercised, SWA requests are honored and resolved before resuming operations. Ensures necessary stop work follow-up is completed.

## **HSE Department:**

- Provides training, support, documentation, and monitors compliance of the SWA program.

## **Company employees and contractors:**

- Initiate stop work (in good faith) and support stop work initiated by others.



# Stop Work Authority Process

**STOP**

**NOTIFY**

**DISCUSS**

**CORRECT**

**RESUME**

**FOLLOW UP**



# Step 1

**STOP**

NOTIFY

DISCUSS

CORRECT

RESUME

FOLLOW UP







# Step 2

STOP  
**NOTIFY**  
DISCUSS  
CORRECT  
RESUME  
FOLLOW UP





# Step 3

STOP  
NOTIFY  
**DISCUSS**  
CORRECT  
RESUME  
FOLLOW UP





# Step 4

STOP

NOTIFY

DISCUSS

**CORRECT**

RESUME

FOLLOW UP





# Step 5

STOP  
NOTIFY  
DISCUSS  
CORRECT  
**RESUME**  
FOLLOW UP





# Step 6

STOP

NOTIFY

DISCUSS

CORRECT

RESUME

**FOLLOW UP**





# Intervention

**Incidents more likely to be prevented**

**Work is stopped without hesitation**

**Hazards less likely to be overlooked**

**SO THAT...**

**Positive HSE climate achieved**

**HSE performance enhanced**

**We get closer to becoming an accident-free workplace**



# Intervention – Challenging Hazardous Situations

**Choose the right moment**

**Be specific and discreet**

**Ask the right question, in the right way**

**Summarize the agreed solution**



# Intervention – The Right Question

**Opens the conversation and is non-threatening**

**Begins with “How” or “What” rather than “Why” or “Do”**

**Asks for an opinion**

**Can change behavior instantly**



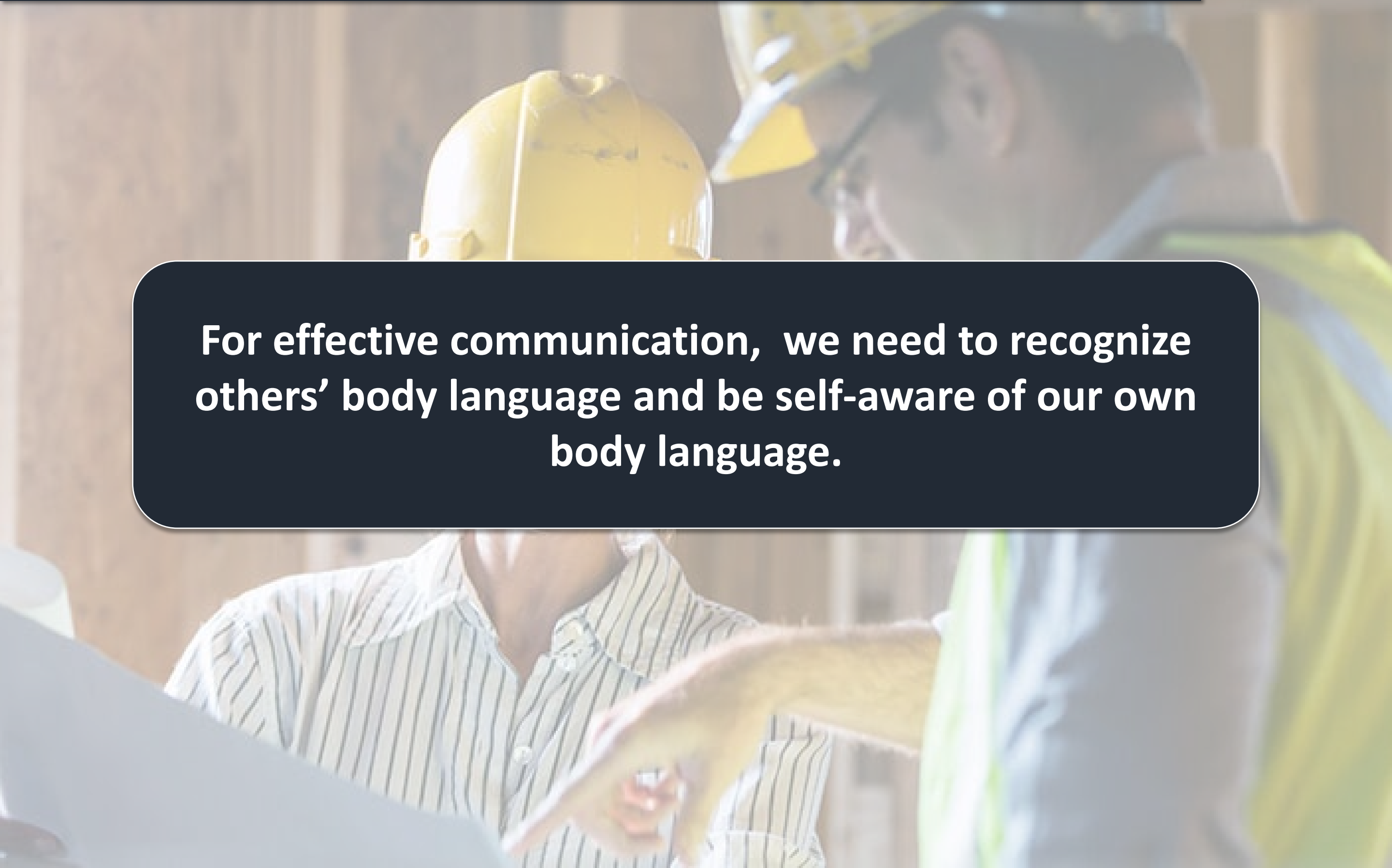
# Stop Work Authority - Video





# Effective Communication

**For effective communication, we need to recognize others' body language and be self-aware of our own body language.**





One Team

**QUESTIONS?**

