

STOP WORK POLICY

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

OSHA Standard 1977.12(b)(2) *Occasions might arise when an employee is confronted with a choice between not performing assigned tasks or subjecting himself to serious injury or death arising from a hazardous condition at the workplace. If the employee, with no reasonable alternative, refuses in good faith to expose himself to the dangerous condition, he would be protected against subsequent discrimination.*

Stop Work Authority does not only apply to extremely dangerous work situations or obviously unsafe behavior.

- Depending on the circumstance, correcting hazards after work has been stopped can also include easy fixes like instructing personnel to wear the proper PPE or moving a trip hazard.



Every organization will set up their Stop Work Authority program differently, but the general steps are as follows:

1. **Stop the work.** When an unsafe action or situation is observed, the work is immediately halted.
2. **Notify the affected personnel and supervisor.** Provide a clear explanation of the reason why the work was stopped. Take immediate action to make the area safe.
3. **Investigate the reason why the work was halted.** Review and discuss the situation and come to an agreement on the stop work action.
4. **Correct the unsafe behavior or situation.** Hazards should be eliminated before work resumes.
5. **Resume the work.** After corrective actions have been completed all affected personnel should be notified that work can continue.
6. **Monitor and follow-up.** While immediate corrections may have eliminated the hazard, additional actions may be implemented to prevent future occurrences.

Discussion

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What is a situation when Stop Work Authority might be used?

What is the difference between corrective actions and preventive actions?