



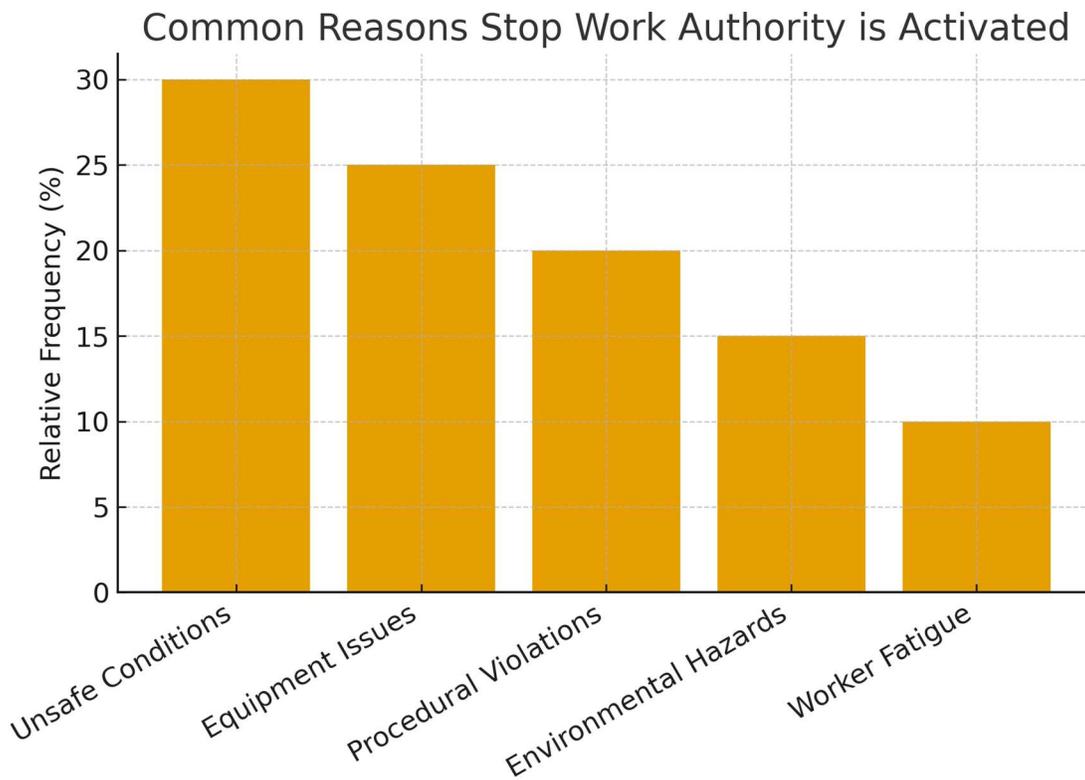
# Stop Work Authority

## TOOLBOX TALK: Stop Work Authority

*RATTLIR Safety Series – “Strike Before It Bites”*

### Purpose

Stop Work Authority (SWA) empowers every worker to immediately stop a task when an unsafe condition, unsafe behavior, or uncertainty about the job is present. SWA prevents incidents before they occur and reinforces a culture where safety takes precedence over schedule, cost, or hierarchy.



*Figure 1 – Common triggers for Stop Work Authority activation.*

### When to Use Stop Work Authority

Stop Work must be initiated when any of the following occur:



# Stop Work Authority

- Unsafe conditions (weather, unstable ground, trip hazards, dropped-object risks).
- Unsafe actions or behaviors (bypassing procedures, improper PPE).
- Equipment malfunction or degradation.
- Lack of understanding of the task or unclear instructions.
- Change in scope, environment, or conditions.
- Worker fatigue or signs of impairment.
- Any situation where a worker feels unsafe or unprepared.

## How to Initiate Stop Work

1. Call for Stop Work clearly and immediately – anyone can do it.
2. All personnel stop the task and place equipment in a safe position.
3. Communicate the concern directly and respectfully.
4. Address or correct the hazard – engineering, administrative, or PPE controls.
5. Restart only when the entire team agrees it is safe and hazards are mitigated.

## Responsibilities Under SWA

- Workers: Empowered and obligated to stop unsafe work.
- Supervisors: Must support SWA decisions without retaliation.
- Management: Maintain a culture where SWA is encouraged and reinforced.
- Teams: Communicate openly when hazards or uncertainty arise.

## Protection from Retaliation

No worker may be punished, criticized, or discouraged for stopping work. SWA failures often lead to incidents – SWA successes prevent them. RATTLIR maintains a zero-retaliation policy to ensure workers feel confident using their authority.

## Stop Work at RATTLIR

As a small, agile company, RATTLIR leverages SWA to maintain exceptionally high safety standards. Our size allows rapid hazard identification, faster decision-making, and a culture where every worker's voice matters. SWA supports our commitment to precision, discipline, and risk reduction.



# Stop Work Authority

## Discussion Questions

- When was the last time you encountered a situation that warranted Stop Work?
- Do you feel empowered to call Stop Work without hesitation?
- Are there any current tasks today that require clarification or reassessment?

## RATTLIR Takeaway

Stop Work Authority is our strongest tool for preventing incidents. By speaking up early and supporting a zero-retaliation culture, we ensure we strike before it bites – every time.