Human Performance Improvement (HPI) Minute

March 6th, 2023

Board of Commissioner's Meeting

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Rock Island EPM
Project Manager Sr.

HPI PRINCIPLES

HPI Philosophy & Principles

Through continual learning, we constantly improve the defenses that protect us from the errors all of us can make

1	We all make errors – it's a matter of when, not if
2	These errors follow a recurring pattern, and are predictable and manageable
3	Curiosity drives us to examine our practices and learn from our errors
4	As employees, we are the solution, not the problem
5	Excellence is not the absence of failure, but the presence of process and defenses

Nobody is Perfect, and Nothing is Perfect !!!

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STOP WORK AUTHORITY

DEFINITIONS

- Stop Work Authority is best viewed as a safety POLICY or PROCEDURE that authorized and empowered EMPLOYEES to stop an action or condition they consider to be unsafe.

- The best safety and health programs involve EVERY level in organization, instilling safety CULTURE that reduces accidents for workers and improves the bottom line of managers.

- The development of environment and culture that encourage the belief that EVERY person can create and maintain the workplace FREE of illness, injury, or other loss.

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5 W'S AND H

- WHY?
- ➢ It is Our Responsibility and Obligation. We Care about our people, families, customer owners, and communities.

- WHO?
- ➢ ANY employees at ANY level in the organization

- WHERE?
- ➢ Emergency situation, equipment used improperly, work access not built properly, wrong tools being used, lack of knowledge/info, alarms, change in scope and/or conditions, near missed, etc.

5 W'S AND H

- WHEN?
- ➤ Anytime when a perceived unsafe condition or behavior may result in an unwanted event.

- WHAT?
- ➤ Save Time, Resources, which results in Saving Money.
- ➤ Prevent the emotional impact.

- HOW?
- ➤ Stop the Work
- ➤ Notify the Supervisor Overseeing the work
- ➤ Investigation process
- ➤ Correct the unsafe behavior or situation
- ➤ Resume the work

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