

STOP DOING SAFETY FOR THEM

THE STOP DOING LIST

Fifteen activities EHS teams routinely absorb that belong to operational leaders, supervisors, or workers. Each entry names who should own it and the standard, regulation, or job description that supports the handoff.

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| 01 | <p>STOP: Delivering every safety toolbox talk yourself</p> <p>Who owns it: Frontline supervisors</p> <p><i>What backs the handoff:</i> Supervisor job description; ANSI/ASSP Z10 requires leadership participation, not delivery by a single safety role.</p> |
| 02 | <p>STOP: Walking the floor to spot every hazard</p> <p>Who owns it: Supervisors and workers on shift</p> <p><i>What backs the handoff:</i> 29 CFR 1910.132 places PPE hazard assessment on the employer at the point of work; 1926.20(b)(2) requires competent-person daily inspections.</p> |
| 03 | <p>STOP: Correcting unsafe behavior for supervisors</p> <p>Who owns it: The supervisor of the person doing the work</p> <p><i>What backs the handoff:</i> Direct supervision is the supervisor's core function; safety cannot supervise people who do not report to safety.</p> |
| 04 | <p>STOP: Chasing down missing training completions</p> <p>Who owns it: Supervisors and the participants themselves</p> <p><i>What backs the handoff:</i> Training compliance is a management KPI, not an EHS collections function.</p> |
| 05 | <p>STOP: Building the shift-level pre-task safety brief</p> <p>Who owns it: Shift lead or foreman</p> <p><i>What backs the handoff:</i> Pre-task planning is an operational planning activity, not a document EHS drafts on behalf of ops.</p> |
| 06 | <p>STOP: Fitting individual, basic PPE to each worker</p> <p>Who owns it: The worker, with supervisor verification</p> <p><i>What backs the handoff:</i> 29 CFR 1910.132 and 1926.95 (2025 construction PPE fit rule) put fit accountability on the employer/supervisor; EHS sets the specification, not the fit.</p> |
| 07 | <p>STOP: Writing every incident investigation report</p> <p>Who owns it: The supervisor of the injured worker</p> <p><i>What backs the handoff:</i> The person closest to the work owns the causal analysis; EHS facilitates and reviews for rigor.</p> |
| 08 | <p>STOP: Owning corrective action completion</p> <p>Who owns it: The department head where the corrective action lives</p> <p><i>What backs the handoff:</i> Corrective actions are operational commitments; EHS tracks them, ops closes them.</p> |

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| 09 | <p>STOP: Making the recordability calls for borderline incidents while under pressure without documentation</p> <p>Who owns it: Executives, with coaching from EHS and a documented decision log and executive review of borderline calls</p> <p><i>What backs the handoff:</i> 29 CFR 1904 defines recordability; 1904.35 anti-retaliation and 1904.41 electronic submission make undocumented calls a personal liability.</p> |
| 10 | <p>STOP: Being the sole voice that says “no” to unsafe production pressure</p> <p>Who owns it: The site or plant leader</p> <p><i>What backs the handoff:</i> Stop-work authority under most safety management systems belongs to the operational leader, backed by every worker; EHS advises.</p> |
| 11 | <p>STOP: Owning contractor day-of oversight</p> <p>Who owns it: The contract owner or project superintendent</p> <p><i>What backs the handoff:</i> The party directing the work owns direct oversight; EHS owns prequalification standards and program design.</p> |
| 12 | <p>STOP: Designing operational SOPs to include safety</p> <p>Who owns it: Process owners and industrial engineers, with EHS consulting</p> <p><i>What backs the handoff:</i> Safety must be engineered into the SOP by the SOP owner — bolting it on afterward is a symptom of the broken model.</p> |
| 13 | <p>STOP: Chasing supervisors to close observations & audits</p> <p>Who owns it: The supervisors themselves, measured by their manager</p> <p><i>What backs the handoff:</i> Follow-through on operational commitments is an operational management function.</p> |
| 14 | <p>STOP: Delivering all new-hire safety orientation solo</p> <p>Who owns it: Hiring manager + EHS co-delivery</p> <p><i>What backs the handoff:</i> Manager participation signals ownership; EHS-only orientation signals delegation.</p> |
| 15 | <p>STOP: Being the person who reminds leadership that safety matters</p> <p>Who owns it: The CEO / site leader in every operating review</p> <p><i>What backs the handoff:</i> Safety belongs in the operating rhythm — not as a standing EHS agenda item that everyone else can skip.</p> |

HOW TO USE THIS LIST

Pick the three items that hit hardest for your role right now. For each, write down (a) who currently absorbs it, (b) who should own it per the standard cited, and (c) one meeting you can put on the calendar this week to start the handoff. The point is not to dump work — it is to give the right owner the visibility and support to carry it.