A guide to support Stork’s commitment to fair and consistent decisions applied in the handling of safety related incidents.

AFTER FOLLOWING THE DECISION MAKING FRAMEWORK, EVALUATE THE CONSEQUENCES:

- Was the action planned/intended/deliberate?
- Knowingly violated procedures/rules?
- Are the procedures/rules clear & workable?
- Inadequate training, selection or experience?
- Were the results planned/as intended?
- Substitution Test: Would an average employee act in the same way in a similar situation?
- Has the employee conducted unsafe acts before?

Possible outcomes:
- Sabotage or malevolent act
- Possible reckless/serious violation
- System induced violation
- System induced error
- Possible negligent error

Possible consequences:
- Verbal warning
- First warning
- Final warning
- Training/coaching/supervision
- Dismissal

<<< INCREASING PERSONAL ACCOUNTABILITY >>>