

STOP - RESET - RESTART INITIATIVE

Behavioural safety reset following evidence of post-shutdown risk escalations



Following the 2025 end-of-year shutdown, a return to site activity resulted in a noticeable increase in safety risk, including a rise in incidents and reduced workforce focus on critical controls. The combination of disrupted routines, increased site activity, and program pressure contributed to inconsistent application of safe systems of work and site rules.

This change in conditions highlighted the need for a targeted intervention to reset behavioural focus and reinforce critical safety expectations across the project.

Initiative Development and Implementation

The Stop- Reset- Restart Initiative has been developed to address the escalation in risk following shutdown periods and has been embedded as an ongoing safety practice within site operations. Work is paused when required to enable a structured reset of expectations, behaviours, and critical risk controls.

The initiative has evolved into a business-as-usual approach that brings together supervisors, engineers, and site personnel to refocus attention on:

- Critical site risks in a live rail environment
- Safe systems of work and SWMS compliance
- Site rules and operational expectations
- High-risk tasks and interface activities

This approach has reinforced leadership alignment and ensured consistent messaging across all levels of the project team.

Delivery Approach

It is delivered through direct engagement with the workforce, ensuring open discussion rather than compliance-based instruction. Sessions are structured to encourage participation, reflection on recent incidents, and reinforcement of critical controls relevant to live rail environments.

The approach has strengthened communication between management and frontline teams, ensuring safety expectations are clearly understood, consistently applied, and reinforced in daily operations.

By embedding this as an ongoing practice rather than a one-off response, the initiative has supported sustained behavioural improvement and strengthened safety discipline across the workforce.

Outcomes

Improved behavioural focus across the workforce

Strengthened reporting culture

Increased early identification of hazard

Improved consistency in the application of safe systems of work

Reduction in incident trends

Reinforced accountability for critical risk controls across all teams