

<b>Authors</b> M.Sc. Giulio Nisoli, M.Sc. Nicole Stoller, B.Sc. Stefan Wahrstätter, M.Sc. Karin Hostettler, Prof. Dr. Katrin Fischer	<b>e-mail address of corresponding author</b>
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<b>Please highlight workshop topic(s) your paper is relevant for</b>  <input type="checkbox"/> <b>Rules and Standards</b>	
<b>Abstract</b> Rules intend to prevent accidents by improving reliability and reducing errors. It is therefore reasonable for safety relevant organisations to standardize many work-related activities by introducing rules. However, work and safety are influenced by numerous factors that go beyond the application of rules and sometimes even conflict with them, such as creativity, knowledge and expertise. In companies, which must face many unforeseeable events and have a high-risk potential, flexibility is crucial. This means that workers need to have the ability, but also the possibility, to adapt to changing situations. This possibility is not given if the workers are forced to strictly follow rules, which impair their scope of action. However, standardisation and regulation are constantly increasing.  Facing these challenges, companies must find an appropriate level of regulation and scope for action.  In cooperation with the Swiss Federal Railways (SBB) and the Swiss Federal Office of Transport (BAV), we have developed an occupational psychology-based method to better decide when and how new rules should be created and how existing rules can be evaluated and, if possible, reduced. To be effective, rules must be comprehensible, clear and unambiguous and must be presented in the appropriate form – as text, pictures with text or video. Furthermore, the rules must have the right level of detail: A less detailed rule leaves more scope of action and thus allows a more flexible adaptation to the specifics of the current situation but can overwhelm novices. Criteria that must be considered when creating new rules or adapting existing ones are the expertise of workers and the importance of executing a specific activity always in the same sequence. Experts can adapt effectively to varying conditions. This ability must not be impaired through the introduction of detailed rules. On the other hand, novices would be overwhelmed without the support of rules which are detailed enough to know which actions should be taken in order to execute the activity effectively and safely. Furthermore, detailed rules are also necessary for experts when it is crucial that the activity is executed in a specific and not varying sequence in order to guarantee the safety. In any case, organisations must reason in which situations alternatives such as training, personal coordination or technologies that allow more flexibility are more appropriate than rules.	