

## Hawaii Voluntary Protection Programs (HVPP)

HIOSH's Voluntary Protection Programs evaluate, recognize, and certify exemplary businesses and worksites that demonstrates proactive measures in their safety and health programs.

Sites are committed to effective employee protection beyond the requirements of HIOSH standards. HVPP participants develop and implement systems to effectively identify, evaluate, prevent, and control occupational hazards to prevent employee injuries and illnesses.

HIOSH removes participants from programmed inspection lists.

### Key Takeaways

- **Coverage.** Private-sector employers and local and state government agencies are eligible.
- **Benefit.** HVPP participants are exempt from enforcement programmed inspection.
- **Leader in their industry.** Achieving this designation positions your organization as a frontrunner in the field of occupational safety and health.

### Scope

All groups covered by HIOSH, including state and local government agencies, are eligible to join the Hawaii Voluntary Protection Programs.

Each worksite that applies must show a commitment to effective safety and health management systems and work to be an industry leader in occupational safety and health.

### General Requirements

**An effective, ongoing safety and health program.** HIOSH believes an effective safety and health management system is the best way to prevent occupational illnesses and injuries.

By meeting performance-based criteria, the HVPP participant is expected to use a comprehensive system geared toward each worksite's needs. Management leadership and employee participation, in addition to company self-evaluations, are key elements of this process.

Annual self-evaluations measure success and identify areas needing improvement.

**Cooperation.** HVPP emphasizes trust and cooperation among HIOSH, the employers, employees and employee representatives. By earning this title, HIOSH can focus its inspection resources on other higher-risk establishments.

Although HVPP sites are exempt from programmed inspections, employers and employees retain their rights and responsibilities under the Hawaii Occupational Safety and Health Law.

**Good performance.** HVPP participants are selected based on their written safety and health management system and ongoing performance. HIOSH also conducts a thorough on-site evaluation to judge how well the site's protective system is working, including a review of site injury/illness rates.

Continuous improvement is expected.

## 1. Star Program

The Star Program is designed for *exemplary* worksites with comprehensive, successful safety and health management systems.

Companies in the Star Program have achieved injury and illness rates at or below the national average of their respective industries. These sites are self-sufficient in their ability to control workplace hazards. Star participants are reevaluated every three to five years, although incident rates are reviewed annually.

## 2. Merit Program

Merit is an effective stepping stone to Star.

Merit sites have good safety and health management systems, but these systems need some improvement to be judged excellent. Merit sites demonstrate the potential and the commitment to meet goals tailored to each site and to achieve Star quality within three years.

However, each Merit site is limited to one three-year term unless a second term is approved by HIOSH. Onsite evaluations occur every 18 to 24 months.



*This is one in a series of informational fact sheets highlighting HIOSH programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of HIOSH standards or regulations, refer to Title 12, Subtitle 8 of the Hawai'i Administrative Rules.*

*Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY Dial 711 then ask for (808) 586-9116*



## 3. Star Demonstration

The Star Demonstration program is designed for worksites with Star quality safety and health protection to test alternatives to current Star eligibility and performance requirements.

Promising and successful projects are considered for changes to Star requirements. Star Demonstration program participants are evaluated every 12 to 18 months

## HIOSH Responsibilities

**Review of applicant's safety and health programs.** The on-site review has several steps. First, records, logs, and inspection history undergoes review. Second, initial meeting with management and employees, walk through the facilities to identify hazards and safety measures, conduct both formal and informal interviews, will be conducted. Finally, HIOSH will hold a closing meeting to discuss their findings and recommendations.

**Evaluation.** Star Demonstration sites are evaluated every 12 to 18 months, Merit sites every 18 to 24 months, and Star sites every three to five years.

Injury and illness rates are compared to national averages. Merit sites must show a commitment toward gaining Star status within three years.