



State of Hawaii
Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division



FY2024 State OSHA Annual Report
October 1, 2023 – September 30, 2024

December 2, 2024

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HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION EXECUTIVE SUMMARY

On January 4, 1974, the Hawaii Occupational Safety and Health Division (HIOSH) received the initial approval from the Occupational Safety and Health Administration to administer Hawaii's State Plan Program. HIOSH, a division of the State's Department of Labor and Industrial Relations (DLIR), has jurisdiction over the majority employment within the State of Hawaii on both public and private sectors, with the exception of:

- Federal agencies – including contract workers and contractor-operated facilities engaged in United States Postal Service mail operations, all employments contained within the National Parks, and on any other federal establishment where the land is determined to be under exclusive federal jurisdiction.
- Maritime Employment – including marine terminals, long-shoring, and ship building activities.
- Military – including private sector employers within the secured borders of all military installations.
- All working conditions of aircraft cabin crew members onboard aircraft in operation; and,
- Any establishment that has refused entry and the state is unable to obtain a warrant to enforce the right of entry.

HIOSH also investigation private sector and state and local government workplace retaliation cases under the Hawaii Revised Statutes Chapter 396-8(e) which is equivalent to Section 11(c) of the OSHA Act.

These activities mandated under the OSH Act are considered core elements of HIOSH and provide an essential safety net for workers exposed to hazards with the potential to cause death or serious physical harm.

HIOSH's mission as stated by the Hawaii Occupational Safety and Health Law, Chapter 396, Hawaii Revised Statutes, is to "Assure so far as possible, every working man and woman in the State safe and healthful working conditions." HIOSH's goal is to work in partnership with Hawaii's businesses to save lives and prevent injuries in the workplace.

HIOSH's role is to promote voluntary compliance first and foremost through a mix of incentives — HIOSH recognition and achievement programs such as the Hana Po'okela (Hawaii Voluntary Protection Program), HI-SHARP (SHARP), other partnership programs (Alliances), and on-site consultation and training assistance. HIOSH works in partnership with businesses that share the same principles and goals and uses enforcement as a tool for compliance for those companies that choose to disregard their obligations under the law.

SUMMARY OF THE FY 2024 SOAR

This State OSHA Annual Report (SOAR) is an overview of HIOSH's towards the Five-Year Strategic Plan in the federal fiscal year (FY) 2024.

In FY2024, HIOSH was continually challenged by various personnel issues. All branches suffered either major personnel losses or inexperienced personnel issues. It is because of these personnel issues, the overall inspection number goals, and the goals set out for the creation of alliances and partnerships was severely impacted. In FY2024, HIOSH was only able to accomplish approximately 76% of annual inspection targeting goals. During FY2024, again, because of the personnel issues, HIOSH was only able to conduct limited outreach through HIOSH's website, and radio and newspaper advertisements.

Personnel Issues

HIOSH Administration

The HIOSH Administrator retired unexpectedly in April 2024 and currently, Consultation & Training Manager is temporary assigned to handle HIOSH's day-to-day administration functions.

Administration & Technical Support Branch (ATS)

In FY2023, HIOSH reorganized the ATS branch and in FY2024, the ATS Branch Manager's position was filled. Subsequently, the Research & Statistic Specialist (RSS) and the Compliance Assistant Specialist (CAS) position were also filled. However, in mid-2024, the ATS branch lost the CAS again; and at the end of the year, ATS branch also lost the RSS. That left ATS branch with 1 Branch Manager, 2 full-time clerical staff, and 1 temporary clerical staff.

Occupational Safety Branch (OS)

The OS begun FY2024 with 7 Occupational Safety and Health Compliance Officers (OSHCO). And in mid-2024, the OS branch had gained 2 additional OSHCOs. However, within a month, the OS branch lost both new hires and 1 senior OSHCO. OS branch ended FY2024 with 1 Branch Manager, 1 supervisor, 1 senior OSHCO (located on the Big Island), 2 junior OSHCOs, and 1 temporary worker.

Occupational Health Branch (OH)

At the beginning of FY2024, OH lost an Environment Health Specialist (EHS) supervisor; and a junior EHS. Then, in early-2024, OH lost another senior EHS. Fortunately, during FY2024, OH hired a returning senior EHS, who is dedicated and responsible solely for whistleblower investigations, a returning junior EHS, and 2 additional new EHSs. Currently, the OH branch has 1 Branch Manager, 1 supervisor (responsible for whistleblower investigations), and 7 junior EHSs. However, all EHSs within the OH branch (except for the branch manager and the branch supervisor) have less than 4 years of experience.

PROGRESS TOWARD STRATEGIC ACCOMPLISHMENTS

HIOSH's Five-Year Strategic Plan which covers Fiscal Year (FY) 2021-2025, is based on the following two strategic goals:

- I. Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
- II. Increase, develop and maintain public awareness and confidence through various resources, programs, and outreach.

These two, main strategic goals are supported by the Annual Performance Goals FY 2024 listed as performance indicators and baselines.

Strategic Goal I	<i>Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illness, and fatalities.</i>
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Goal 1.1

- ❖ Decrease injury and illness rates in high hazard industries by 2% (Based on 2018 data, the most recent available. At the end of 2025, the latest BLS data will be for 2023).

Indicators:

- Decrease of 2% in the Total Case Incident Rate (TCIR) in the following identified high hazard industries (2018 Rates): Construction (23), Manufacturing (31-33), Wholesale Trade (42), Transportation & Warehousing (48-49), Healthcare & Social Assistance (62), Arts, Entertainment & Recreations (71), Accommodation & Food Services (72) and State & Local Government (S&LG).

YEAR/NAICS	23	31-33	42	48-49	62	71	72	S& LG
2018	3.7	3.2	3.8	5.7	3.4	5.0	4.2	3.2
2019	3.0	4.0	4.2	6.4	3.9	5.1	4.1	3.7
2020	3.1	5.0	3.4	4.5	4.2	-	3.0	2.4
2021	2.8	6.1	4.3	6.0	3.2	4.5	3.8	3.2
2022	3.1	3.8	3.0	5.8	3.9	4.5	3.5	4.1
2023	2.9	3.4	3.5	5.4	3.2	-	3.8	2.7
	-22%	+6%	-8%	-5%	-6%	-	-10%	-16%

(BLS State of Hawaii – Nonfatal Occupational Injuries and Illness Data)

Comments:

The intention of this goal for a 2% decrease was created to show a 5-year overall reduction for TCIR rates in historically identified high hazard industries. For this report on FY2024, the latest BLS data available is Year 2023 to compare to the 2018 data baseline. The total injury rate shows a decrease of more than 2% in six out of the eight identified high hazard industries. With the exception of Art, Entertainment & Recreations industries (NAICS code 71-) that had no 2023 data to compare, the only increase TCIR rate was in Manufacturing industry (NAICS code 31-33), which shows an 6% increased comparing with the 2018 baseline data.

In FY2025, HIOSH will continue to focus enforcement and outreach effects on all the identified high hazard industries and particularly on the manufacturing industry.

Strategic Goal 1:	<i>Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illness, and fatalities.</i>
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Goal 1.1

❖ Focus HIOSH resources in high hazard industries.

Indicators:

- HIOSH enforcement will focus on safety and health hazards within high hazard identified industries.
 - 75% of all Safety Inspections will be conducted within these industries.
 - 60% of all Health Inspections will be conducted within these industries.
 - 6% of Safety & Health Inspections will be conducted within state and local government.

Comments:

From October 1, 2020, to September 30, 2024, HIOSH conducted 1,917 inspections. Among these, 1,744(approximately 90.98%) were conducted on private sector employers. 967 of the 1,152 Safety Inspections (approximately 83.94%) were conducted in the identified high hazard industries; whereas 467 of the 766 Health Inspections (approximately 60.97%) were conducted in the same identified high hazard industries. Currently, HIOSH has conducted 173(approximately 9.02%) inspections in state and local government. In FY2025, HIOSH will continue to dedicate resources towards this goal.

Strategic Goal 1:	<i>Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illness, and fatalities.</i>
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Goal 1.2

- ❖ Reduce the fatality rate by approximately 2% averaged over a rolling five-year period through scheduled inspections and visits at workplace in high hazard industries (listed in Goal 1.1).

Indicators:

- Fatality rate reduction of 2% from the Hawaii 5-year fatal occupational injury rate average (FY2014-2018) baseline.

Comments:

The intention of this goal is to show HIOSH efforts in relations to Hawaii State fatality rates. The baseline five-year average from FY2014 to FY2018 was identified as 3.12, with HIOSH's five-year goal is to reduce this rate to 3.06. For FY2024, Year 2019, 2020, 2021, and 2022 rates are available. The current average fatality rate is 3.18.

Year	2019	2020	2021	2022
Fatal Occupational Injury Rate	4.1	2.9	2.2	3.5

(BLS State of Hawaii – Fatal Occupational Injuries Data)

Strategic Goal 1:	<i>Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illness, and fatalities.</i>
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Goal 1.3

- ❖ Reduce employee health injuries and illnesses, such as particulate, mist, vapor, & gas exposure and noise exposure hazards through the use of personal monitoring, direct readings, and bulk and wipe sampling.

Indicators:

- HIOSH will conduct 5% of inspections where monitoring is conducted for particulate, mist, vapor, gas, and noise exposure hazards.

Comments:

From FY2021 to FY2024, HIOSH conducted a total of 1917 inspections, with 82 of those inspections including monitoring for exposures to health toxicants such as particulates, mists, vapors, gas, and noise, which is approximately 4.28% of the total inspections.

	AIR	NOISE	DIRECT	BULK/WIPE
FY2021	2	6	7	1
FY2022	1	3	2	10
FY2023	1	8	10	12
FY2024	2	4	9	4
Total	6	21	28	27

Strategic Goal 1:	<i>Improve workplace safety and health for all workers, as evidence by fewer hazards, reduced exposures, and fewer injuries, illness, and fatalities.</i>
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Goal 1.4

- ❖ Ensure employer abatement of identified serious safety and health hazards.

Indicators:

- Ensure that 100% of serious violations are abated and 90% of them are verified by inspectors within 20 days of the abatement date. For contested cases, verification will be within 20 days of the final order date.

Comments:

From FY2021 to FY 2024, HIOSH issued a total of 3,346 violations, among those 1,468 were classified as serious violations. 17 violations are still in contest and 11 violations are not completed due to the employer no longer exist or worksite changed. 35 violations with missing abatement information.

Issued Serious/Repeat Serious/Willful Serious Violations Breakdown		
Total Issued	Corrected During Inspection	Abated within 20 Days
1468	821 (55.93%)	490 (33.38%)

Strategic Goal 2:	<i>Increase, develop and maintain public awareness and confidence through various resources, programs, and outreach.</i>
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Goal 2.1

- ❖ Develop, maintain, and implement HIOSH Emphasis Program, Alliances, and Partnerships program initiatives.

Indicators:

- Increase the number of participants in HIOSH partnerships, alliances, and the voluntary protection program (VPP) by 1.

Comments:

Due to the loss of key personnels, at the end of FY2024:

- No new HIOSH partnership
- No new HIOSH alliances
- No new VPP participate. However, an existing VPP participate is being review for VPP status renewal.

Indicators:

- 10% of all safety and health inspections will be conducted under an emphasis program.

Comments:

HIOSH has completed four of the Five-Year Strategic Plan (FY2021 to FY2024). Within this four-year period, HIOSH conducted 1917 Safety and Health Inspections. 238 of those inspections (approximately 12.42%) were conducted under a National Emphasis Program (NEP). Currently, HIOSH has not adopted any Local or State Emphasis Programs (LEP or SEP).

Strategic Goal 2:

Increase, develop and maintain public awareness and confidence through various resources, programs, and outreach.

Goal 2.2

- ❖ Increase, develop and maintain public satisfaction through the availability of resources and awareness through the use of various media, languages, and accessibility as evidence by survey ratings.

Indicators:

- Stakeholder survey results of 80% or higher in each HIOSH category: Resource Availability, Enforcement, HIOSH Website, Complaint Line, & Limited English Proficiency (LEP) Services.

Comments:

During FY2024, due to the severe loss of staff, HIOSH conducted sporadic stakeholder surveys. However, the survey response rate is less than 10%. However, HIOSH continue to update HIOSH website and have conducted limited newspaper and radio campaign promoting heat stress awareness, workplace related mental stress awareness, and HIOSH's support to the working men and women within the State of Hawaii. The media campaign had reach approximately 1,163,824 people (51.6% female, 48.4% male) across the State of Hawaii.

Indicators:

- 100% of staff will be trained on LEP resources annually.

Comments:

In FY2024, 100% of HIOSH's staffs were trained on resources and procedures regarding LEP by utilizing the State's internal LEP training video.

Indicators:

- 100% of opening conferences, employee interviews and informal conferences will offer translation services.

Comments:

In FY2024, HIOSH has updated the opening conference checklist to reflect the offering of translation services. Although the survey operation was suspended in FY2024 due to severe loss of staff, HIOSH will resume the survey operation in FY2025. Additionally, HIOSH is currently revising the Field Operation Manual (FOM) to include offering translating service as part of the inspection procedures.

<i>Strategic Goal 2:</i>	<i>Increase, develop and maintain public awareness and confidence through various resources, programs, and outreach.</i>
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Goal 2.3

- ❖ Increase, develop, and maintain professional, required, and specialized staff development through a variety of methods.

Indicators:

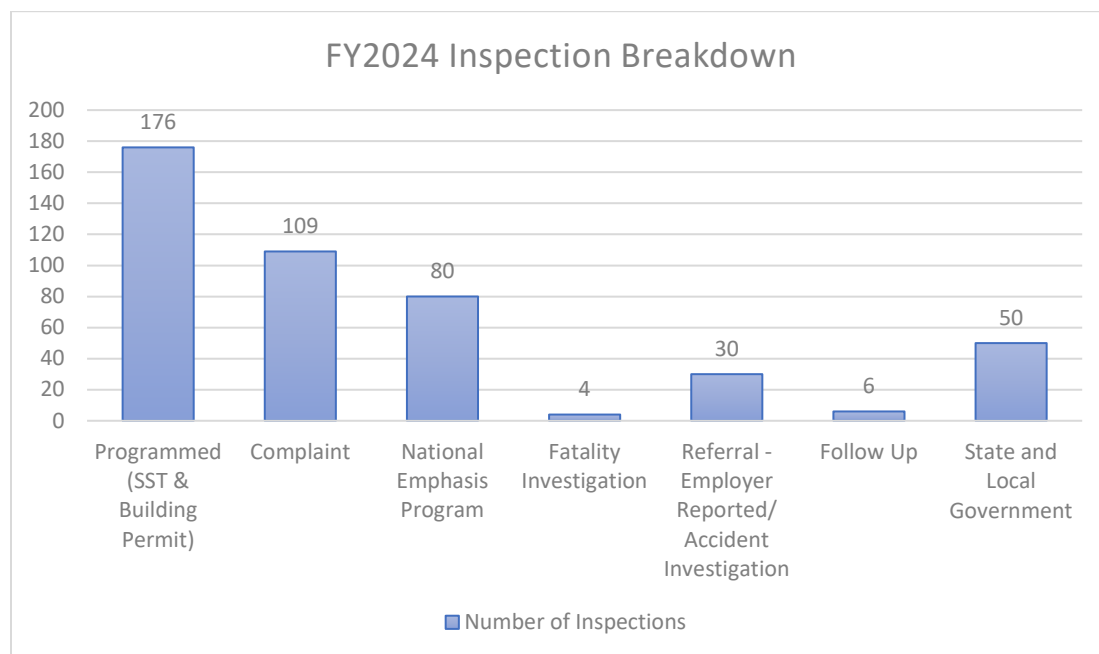
- Compliance safety and health staff will receive at least 80 hours of professional development training annually.

Comments:

In FY2024, all HIOSH compliance safety and health staff received at least 80 hours of professional development training through four OSHA Training Institute (OTI) road course classes held in Hawaii including Biohazards, Respiratory Protection, Principles of Scaffolding, and Fall Protection, along with various in person OTI classes and virtual training opportunities.

ANNUAL PERFORMANCE RESULTS & RESPONSE

In FY2024, HIOSH conducted 418 inspections, which is only approximately 76% of the grant goal of 550 inspections. This was primarily due to personnel issues. Among the 418 inspections, 232 were safety inspections and 186 were health inspections. HIOSH also conducted 80 NEP inspections, 4 fatality investigations, and 30 referral-employer reported investigations. 50 of the 418 inspections conducted within the state and local government.



1.1 Indicators

- Decrease of 2% in the following identified high hazard industries (2018 Rates): Construction, Manufacturing, Wholesale Trade, Transportation & Warehousing, Healthcare & Social Assistance, Arts, Entertainment, & Recreation, Accommodation & Food Services, and State and Local Government.
- HIOSH enforcement will focus of safety and health hazards within high hazard identified industries. 75% of all Safety Inspections will be conducted within these industries. 60% of all Health Inspections will be conducted within these industries. 6% of Safety and Health Inspections will be conducted within state and local government.

Response:

Please see above Progress Towards Strategic Accomplishments Goal 1.1 page 4 for HIOSH's status on the reduction of injury and illness rates in the identified high hazard industries.

In FY2024 165 of 232 safety inspections and 129 of 186 health inspections were conducted on the identified high hazard industries, which is approximately 71.12% and 69.35% respectively. And of the 418 inspections, 50 inspections (approximately 11.96%) were conducted within state and local government.

1.2 Indicators

- Fatality rate reduction of 2% from the Hawaii 5-year fatal occupational injury rate average (FY2014-FY2018) baseline.

Response:

Please see above Progress Towards Strategic Accomplishments Goal 1.2 page 6 for HIOSH's status on the reduction of injury and illness rates in the identified high hazard industries.

1.3 Indicators

HIOSH will conduct 5% of inspections where monitoring is conducted for particulate, mist, vapor, gas, and noise exposure hazards.

Response:

Of the 418 inspections conducted, 19 inspections had monitoring conducted for exposures to health toxicants such as particulate, mist, vapors, gas, and noise, which is approximately 4.55%. HIOSH currently did not meet this annual performance goal.

	Air	Noise	Direct	Bulk/Wipe
FY2024	2	4	9	4

1.4 Indicators

Ensure that 100% of serious violations are abated and 90% of them are verified by inspectors within 20 days of the abatement date. For contested cases, verification will be within 20 days of the final order date.

Response:

In FY2024, HIOSH issued 783 violations. Out of the 783 violations, 314 were serious violations, 18 were repeat violations, and 1 was a failure to abate (FTA) violation. Of the 314 serious violations, 308 violations (approximately 98.09%) were abated within 20 days, and 303 violations (approximately 96.50%) were verified within 20 days of the final order date.

Issued Serious/Repeat Serious Violations Breakdown		
<i>Corrected During Inspections</i>	<i>Abated within 20 Days</i>	<i>Verified within 20 Days</i>
222 (70.70%)	308 (98.09%)	303 (96.50%)

2.1 Indicators

- Increase the number of participants in HIOSH partnerships, alliances, and the voluntary protection program by 1.
- 10% of all safety and health inspections will be conducted under an emphasis program.

Response:

In FY2024, there was no new partnership or alliances participants. However, there was 1 existing VPP participant being reviewed for VPP participation renewal.

In FY2024, 80 out of the 418 safety and health inspections were conducted under a National Emphasis Program (approximately 19.14%). In FY2024, HIOSH did not have any active Local Emphasis Program or State Emphasis Programs. HIOSH did not meet this annual performance goal.

2.2 Indicators

- Stakeholder survey results of 80% or higher in each HIOSH category: Resource Availability, Enforcement, HIOSH website, Complaint Line, Limited English Proficiency (LEP) Services.
- 100% of staff will be trained on LEP resources annually.
- 100% of opening conferences, employee interviews and informal conferences will offer translation services.

Response:

Please see above Progress Towards Strategic Accomplishments Goal 2.2 page 10 for HIOSH's status on these indicators.

OUTREACH INITIATIVES

In FY2024, due to loss of key personnel, HIOSH was only able to conduct limited outreach activities through HIOSH's website and radio and newspaper advertisements.

In FY2025, HIOSH is hoping to fill and train at least the CAS position and resume all the outreach activities.

WHISTLEBLOWER PROTECTION

In FY2024, HIOSH received 62 whistleblower complaints, docketed 15 new cases, administratively closed 47 cases, dismissed 1 case, and settled 4 cases. All 5 cases were settled within 300 days; with an average of 147 days to complete the cases.

PERFORMANCE OF MANDATED ACTIVITIES

Activities mandated under the OSH Act are core elements of Hawaii's occupational safety and health program and provide an essential safety net for workers exposed to hazards with the potential to cause death or serious physical harm. For FY 2024, HIOSH continued to perform all mandated activities in those industries and employment activities where it retains jurisdiction including:

- ❖ First Instance Sanctions
- ❖ Legal procedures for compulsory process and right of entry.
- ❖ Ensuring abatement of potentially harmful or fatal conditions.
- ❖ Prompt and effective standards setting and allocation of resources.
- ❖ Safeguards to protect an employer's trade secrets.
- ❖ Counteraction of imminent dangers.
- ❖ Response to complaints.
- ❖ Fatality/Catastrophe Investigations
- ❖ Ensuring Employees:
 - Protection against, and investigation of, alleged discrimination
 - Access to hazard and exposure information
 - Apprised of employee protection and rights via postings
 - Right to have an employee representative participate in the walk-around.
 - Right to have an employee review a decision not to inspect (following a complaint).
- ❖ Public employee coverage under the Law.
- ❖ Employer recordkeeping and reporting.