



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



FY2025 State OSHA Annual Report
October 1, 2024 – September 30, 2025

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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 initial approval from the Occupational Safety and Health Administration (OSHA) to administer Hawaii's State Plan Program.

As a division of the Department of Labor and Industrial Relations (DLIR), HIOSH holds jurisdiction over most employment within the State of Hawaii, covering both public and private sectors. Exceptions include:

- 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 is also responsible for investigating workplace retaliation cases in both the private sector and state/local government under Hawaii Revised Statutes Chapter 396-8(e), which aligns with Section 11(c) of the federal OSH Act. These responsibilities form the core of HIOSH's mandate to protect workers from hazards that could result in death or serious physical harm.

The mission of HIOSH, as outlined in Chapter 396 of the Hawaii Revised Statutes, is to “assure, so far as possible, every working man and woman in the State safe and healthful working conditions.” HIOSH strives to achieve this by promoting voluntary compliance through incentive programs such as Hana Po‘okela (Hawai'i Voluntary Protection Program), HI-SHARP (Safety and Health Achievement Recognition Program), and other partnerships and consultation services. While HIOSH emphasizes collaboration and education, it also uses enforcement as a necessary tool to ensure compliance among employers who fail to meet their legal obligations.

SUMMARY OF THE FY 2025 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) 2025.

In FY 2025, HIOSH began to recover from prior staffing shortages across multiple branches.

HIOSH ADMINISTRATION

In March 2025, the Department finalized the appointment of the new HIOSH Administrator, who previously served as the Occupational Health Branch Manager. Following this transition, the Whistleblower Supervisory Investigator was temporarily assigned to oversee the day-to-day operations of the Occupational Health Branch in an acting manager capacity.

OCCUPATIONAL SAFETY BRANCH (OS)

Including the branch manager, OS started the fiscal year with six (6) inspectors. In January 2025, a former senior inspector rejoined the team, strengthening the branch's capacity. However, in March, the branch experienced a setback with the retirement of its branch supervisor. Staffing improved again in July 2025 with the addition of a returning senior inspector and a newly hired junior inspector. By the end of FY 2025, OS had a total of eight (8) inspectors, including the branch manager.

OCCUPATIONAL HEALTH BRANCH (OH)

Including the branch manager, OH began the year with eight (8) inspectors. In March 2025, the branch manager was promoted to serve as the HIOSH Administrator, and the Whistleblower Supervisory Investigator was temporarily assigned to serve as acting branch manager. In September 2025, a former senior inspector was hired as the new permanent Health Branch Manager, maintaining the branch's staffing level at eight (8), including the branch manager.

ADMINISTRATION AND TECHNICAL SUPPORT BRANCH (ATS)

ATS also saw key staffing developments. A Compliance Assistance Specialist (CAS) was hired in November 2024, followed by a Research and Statistics Specialist in January 2025. The Program Specialist Supervisor position was finalized in April 2025, further strengthening the branch's leadership and operational support.

On the clerical side, the branch experienced some turnover. A long-serving Office Assistant departed due to personal reasons, and although the Administrative Assistant position was filled in January, the individual resigned from the position in July 2025 due to personal reasons. Fortunately, a replacement Office Assistant was successfully hired in September 2025.

These staffing changes reflect HIOSH's ongoing efforts to rebuild and stabilize its workforce to support its mission of ensuring safe and healthful working conditions across the state.

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 2025 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
2018 BASELINE TCIR ACROSS LISTED HIGH HAZARD INDUSTRIES AVERAGE								4.03

(BLS STATE OF HAWAII – NONFATAL OCCUPATIONAL INJURIES AND ILLNESS DATA)

Year/NAICS	23	31-33	42	48-49	62	71	72	S & LG	Avg.
2019	3.0	4.0	4.2	6.4	3.9	5.1	4.1	3.7	4.30
2020	3.1	5.0	3.4	4.5	4.2	-	3.0	2.4	3.66
2021	2.8	6.1	4.3	6.0	3.2	4.5	3.8	3.2	4.24
2022	3.1	3.8	3.0	5.8	3.9	4.5	3.5	4.1	3.96
2023 ¹	2.9	3.4	3.5	5.4	3.2	-	3.8	2.7	3.56
5-YEAR TCIR ACROSS LISTED HIGH HAZARD INDUSTRIES AVERAGE									3.94

(BLS STATE OF HAWAII – NONFATAL OCCUPATIONAL INJURIES AND ILLNESS DATA)

Comments:

The five-year goal of achieving a 2% reduction in the TCIR was established to demonstrate measurable and sustained improvements in workplace safety within historically high-hazard industries. As of this reporting period, the most recent data available from the BLS is for Calendar Year 2023.

An analysis of the TCIR trends shows that the five-year average TCIR across targeted industries is 3.94, representing an estimated 2.23% reduction from the 2018 baseline. This result exceeds the original reduction target, indicating meaningful and continued progress in reducing nonfatal occupational injuries and illnesses in high-risk sectors.

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:

Between October 1, 2020, and September 30, 2025, HIOSH conducted a total of 2,407 inspections, with 2,152 inspections (approximately 89.4%) occurring in private sector establishments. Notably, HIOSH met its goal for public sector outreach by completing 255 inspections – 10.6% of the total – in state and local government workplaces. This reflects a strong commitment to ensuring safety across all sectors.

However, while 546 of the 1,418 safety inspections (approximately 38.5%) and 491 of the 989 health inspections (approximately 49.6%) targeted high-hazard industries, both the Safety and Health branches fell short of their respective goals in this area. These results will help inform future strategies to strengthen enforcement efforts in high-risk sectors.

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 purpose of this goal is to demonstrate HIOSH's commitment to reducing workplace fatalities in Hawaii. Based on a five-year baseline fatality rate of 3.12 (calculated from FY 2014–FY 2018), HIOSH established a target of achieving an approximate 2% reduction, setting the goal at 3.06.

For FY 2025, available data for Calendar Years 2019–2023 show a current five-year average fatality rate of 3.06, confirming that HIOSH has successfully met its reduction goal. This achievement reflects the effectiveness of the division's continued efforts in enforcement, outreach, and compliance assistance to enhance workplace safety statewide.

Year	2019	2020	2021	2022	2023 ⁵
Fatal Occupational Injury Rate	4.1	2.9	2.2	3.5	2.6
<i>(BLS STATE OF HAWAII – FATAL OCCUPATIONAL INJURIES DATA)</i>					

$$\begin{aligned}
 \text{5-Year Average Fatality Rate} &= \frac{\text{2019 rate} + \text{2020 rate} + \text{2021 rate} + \text{2022 rate} + \text{2023 rate}}{5\text{-Year}} \\
 &= \frac{4.1 + 2.9 + 2.2 + 3.5 + 2.6}{5} \\
 &= 3.06
 \end{aligned}$$

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 FY2025, HIOSH conducted a total of 2,407 inspections, with 106 of those inspections including monitoring for exposures to health toxicants such as particulates, mists, vapors, gas, and noise, which is approximately 4.41% 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
FY2025 ⁷	3	2	16	6
Total	9	23	45	33

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 2025, HIOSH issued a total of 5,165 violations, among those 2,566 were classified as serious violations, 114 repeat violations, 2 failure-to-abate (FTA) violations, and 4 willful violations. 155 violations were contested and 43 violations are still being contested. 28 violations were not completed due to the employer out of business or worksite changed. 48 violations with missing abatement information.

Issued Serious/Repeat Serious/Willful Serious Violations Breakdown (total 2,613 violations)		
Corrected During Inspection	Abated within 20 Days	Verified within 20 Days
1,058 (40.5%)	2,488 (95.2%)	1,664 (63.7%)

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:

At the end of FY2025:

- **Partnerships:** No new HIOSH partnerships were established.
- **Alliances:** No new HIOSH alliances were formed.
- **VPP Participation:** No new VPP participants were added. However, one existing VPP participant is currently under review for VPP status renewal.

While the numerical target for new participation was not met during the strategic period, HIOSH continues to demonstrate engagement with its cooperative programs. One existing Voluntary Protection Program (VPP) participant is currently under review for status renewal. Additionally, while no new alliances were formalized, HIOSH has received interest from potential alliance applicants, indicating continued outreach and collaboration efforts.

Indicators:

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

Comments:

HIOSH has successfully completed its Five-Year Strategic Plan, covering Fiscal Years 2021 through 2025. Over the course of this period, HIOSH conducted a total of 2,407 safety and health inspections statewide.

Of these inspections, 326 were conducted under a National Emphasis Program (NEP), representing 13.5% of the total. This figure exceeds the federal grant performance goal of 10%, reflecting HIOSH's strong alignment with national enforcement priorities and its commitment to targeted safety initiatives.

As of the conclusion of this strategic period, HIOSH has not adopted any Local or State Emphasis Programs (LEPs or SEPs).

This performance summary underscores HIOSH's continued focus on high-impact enforcement strategies and its role in advancing workplace safety and health across the state.

Strategic Goal 2:	<i>Increase, develop and maintain public awareness and confidence through various resources, programs, and outreach.</i>
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Goal 2.2

- ❖ 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. 100% of staff will be trained on LEP resources annually. 100% of opening conferences, employee interviews and informal conferences will offer translation services.

Comments:

During FY2025, HIOSH resumed its stakeholder survey efforts following the hiring of a Compliance Assistance Specialist at the beginning of the fiscal year. Despite this renewed effort, the response rate declined significantly, with only one (1) response received out of twenty (20) surveys distributed – yielding a return rate of less than 1%, and with no substantive input provided. In response, HIOSH revised its stakeholder engagement strategy by introducing anonymous surveys at the conclusion of each outreach activity. Beginning in the fourth quarter of FY2025, HIOSH introduced a new method for collecting stakeholder feedback by incorporating anonymous surveys into each outreach activity. These surveys are now easily accessible via a QR code displayed during presentations, enabling participants to provide immediate, confidential input in a convenient format. While results from this updated approach are not yet available, it represents a proactive effort to enhance stakeholder engagement and improve program responsiveness. In addition to survey enhancements, HIOSH continued to leverage media platforms to expand public awareness. Several radio campaigns were conducted, along with two podcasts covering topics such as whistleblower protections and an overview of HIOSH’s mission and services. Furthermore, HIOSH conducted 37 outreach activities throughout the year, addressing key topics including pesticide safety, recordkeeping requirements, general workplace safety awareness, and common hazards identified in the hotel industry. These efforts reflect HIOSH’s ongoing commitment to promoting occupational safety and health across the State of Hawaii. Furthermore, 100% of HIOSH staff were trained on LEP using the State’s internal LEP training video.

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

- ❖ 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.

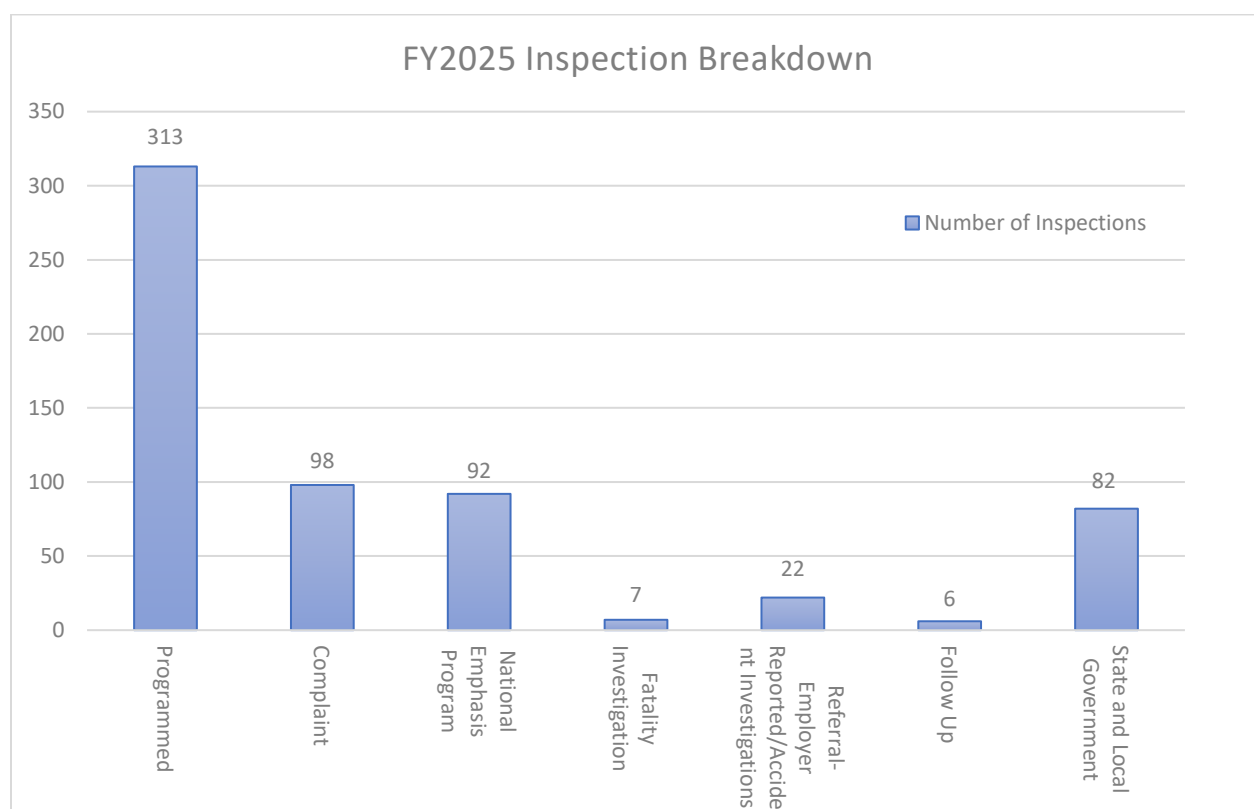
Comments:

In FY2025, HIOSH compliance safety and health staff successfully met the agency's professional development training goal, with each staff member completing at least 80 hours of training.

This was accomplished through a combination of OTI road courses – including Construction Standards and Accident/Incident Investigation – as well as OTI online and virtual classes, and the State of Hawaii's online training modules. This achievement reflects HIOSH's ongoing commitment to maintaining a well-trained workforce equipped to support occupational safety and health efforts across the state.

ANNUAL PERFORMANCE RESULTS & RESPONSE

In FY2025, HIOSH conducted a total of 493 inspections, achieving approximately 89.6% of the grant goal of 550 inspections. Of these, 270 inspections safety inspections, while 223 inspections were health inspections. HIOSH also carried out 92 National Emphasis Program (NEP) inspections, 7 fatality investigations, and 22 referral-employer reported investigations. Notably, 82 of the 493 inspections were conducted within state and local government sector.



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:

In FY2025, HIOSH strategically targeted identified high-hazard industries, conducting 129 of 270 safety inspections (approximately 47.8%) and 117 of 223 health inspections (approximately 52.5%) within these sectors. In addition, 82 of the 493 total inspections conducted during the fiscal year (approximately 16.6%) were performed in state and local government workplaces, consistent with HIOSH's statutory coverage and program priorities.

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 493 inspections conducted during the reporting period, industrial hygiene monitoring was performed in 24 inspections involving potential exposures to health toxicants, including particulate, mist, vapor, gas, and noise hazards. This represents approximately 4.9% of total inspections. HIOSH did not fully meet this annual performance goal.

	Air	Noise	Direct	Bulk/Wipe
FY2025	3	2	16	6

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 FY2025, HIOSH issued 1056 violations. Out of the 1056 violations, 482 were serious violations, 11 were repeat violations, and 1 was a willful violation. Of the 24 contested violations, 4 violations are currently still being contested. Of the 482 serious violations, 470 violations (approximately 95.7%) were abated within 20 days, and 353 violations (approximately 71.9%) were verified within 20 days of the final order date.

Issued Serious/Repeat Serious Violations Breakdown (Total 485 violations)		
<i>Corrected During Inspections</i>	<i>Abated within 20 Days</i>	<i>Verified within 20 Days</i>
269(55.8%)	480 (99.0%)	359 (74.0%)

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 inspection swill be conducted under an emphasis program.

Response:

In FY2025, HIOSH did not add any new participants to its partnerships or alliances. However, two companies expressed interest in participating in the Hawaii Voluntary Protection Program (HVPP). Pending eligibility determination, these employers are expected to participate in the HVPP in FY2026.

During FY2025, HIOSH conducted 92 of 493 total safety and health inspections under a National Emphasis Program (NEP), representing approximately 18.7% of inspections. During the reporting period, HIOSH did not have any active LEs or SEPs. HIOSH met the annual performance goal for inspections conducted under emphasis programs.

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 FY 2025, following the hiring of a Compliance Assistance Specialist (CAS) in November 2024, HIOSH successfully revitalized its outreach and education initiatives. These efforts included the relaunch of a redesigned, user-friendly website, the introduction of HIOSH Fact Sheets to enhance public access to safety and health information and expanded media engagement through radio advertisements and podcast segments. Additionally, HIOSH conducted 37 outreach activities throughout the fiscal year, including public presentations, educational sessions, and stakeholder engagement events. These initiatives reflect HIOSH's renewed commitment to proactive communication, education, and collaboration in promoting workplace safety and health across Hawaii.

WHISTLEBLOWER PROTECTION

In FY 2025, HIOSH continued its commitment to protecting employee rights by actively addressing whistleblower complaints. Of the 56 complaints received, 53 were formally screened. Case outcomes included 32 administrative closures, 7 dismissals, 11 settlements, and 1 merit finding. The total restitution awarded amounted to \$124,049.44. The average time to complete a case was 309.63 days, reflecting the complexity and diligence required in handling these sensitive matters. These efforts underscore HIOSH's ongoing dedication to ensuring a fair and responsive process for individuals who raise concerns about workplace safety and health.

PERFORMANCE OF MANDATED ACTIVITIES

Activities mandated under the Occupational Safety and Health (OSH) Act remain foundational to Hawaii's occupational safety and health program and serve as a critical safety net for workers exposed to hazards that may result in death or serious physical harm. In FY 2025, HIOSH continued to carry out all required program elements within its jurisdiction, which includes both public and private sector employment, excluding areas under exclusive federal authority.

Key mandated activities performed by HIOSH included:

- Issuance of first-instance sanctions
- Execution of legal procedures to support compulsory process and right of entry
- Verification and enforcement of abatement for hazardous conditions
- Timely and effective standards setting and resource allocation
- Protection of employer trade secrets
- Immediate response to imminent danger situations
- Investigation and response to workplace complaints
- Conducting fatality and catastrophe investigations

Additionally, HIOSH ensured that employees were afforded the following rights and protections:

- Protection from, and investigation of, alleged workplace discrimination
- Access to hazard and exposure information
- Notification of employee rights and protections through required postings
- The right to employee representation during walk-around inspections
- The right to request a review of decisions not to inspect following a complaint

HIOSH also maintained coverage for public sector employees under state law and continued to enforce employer obligations related to injury and illness recordkeeping and reporting. These core activities reflect HIOSH's ongoing commitment to safeguarding the health and safety of Hawaii's workforce.