



# Introduction to OSHA & Safety and Health Programs

## Topic 4:

# What are OSHA Standards?

*OSHA standards are:*

- Rules that describe the methods employers must use to protect employees from hazards
- Designed to protect workers from a wide range of hazards

### Four Groups of OSHA Standards

**General Industry\***

**Construction**

**Maritime**

**Agriculture**

*\*General Industry is the set that applies to the largest number of workers and worksites*

# Citations and Penalties

VIOLATION TYPE	PENALTY
<b>WILLFUL</b> A violation that the employer intentionally and knowingly commits or a violation that the employer commits with plain indifference to the law.	OSHA may propose penalties of up to \$161,323 for each willful violation, with a minimum penalty of \$11,524 for each willful violation.
<b>SERIOUS</b> A violation where there is substantial probability that death or serious physical harm could result and that the employer knew, or should have known, of the hazard.	There is a mandatory penalty for serious violations which may be up to \$16,131
<b>OTHER-THAN-SERIOUS</b> A violation that has a direct relationship to safety and health, but probably would not cause death or serious physical harm.	OSHA may propose a penalty of up to \$0 to \$16,131 for each other-than-serious violation.
<b>REPEATED</b> A violation that is the same or similar to a previous violation.	OSHA may propose penalties of up to \$11,524 for each repeated violation.

# What is HIOSH

- HIOSH is one of 22 state plan states enforcing the OSH Act of 1970
- HIOSH is the State of Hawaii's OSHA
- HIOSH stands for Hawaii Occupational Safety and Health and is a division of the Department of Labor and Industrial Relations, State of Hawaii



# HIOSH LAW

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- HAR 12-60-2- Safety and Health Programs....The employer shall institute and maintain an effective safety and health program to identify, evaluate and control workplace hazards.

Department of  
Education

Business Office  
Handbook

Safety and  
Accident  
Prevention  
Program/  
Policy and  
Safety  
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Volume VII

RS 94-6347

**HAZARD  
COMMUNICATION  
PROGRAM**

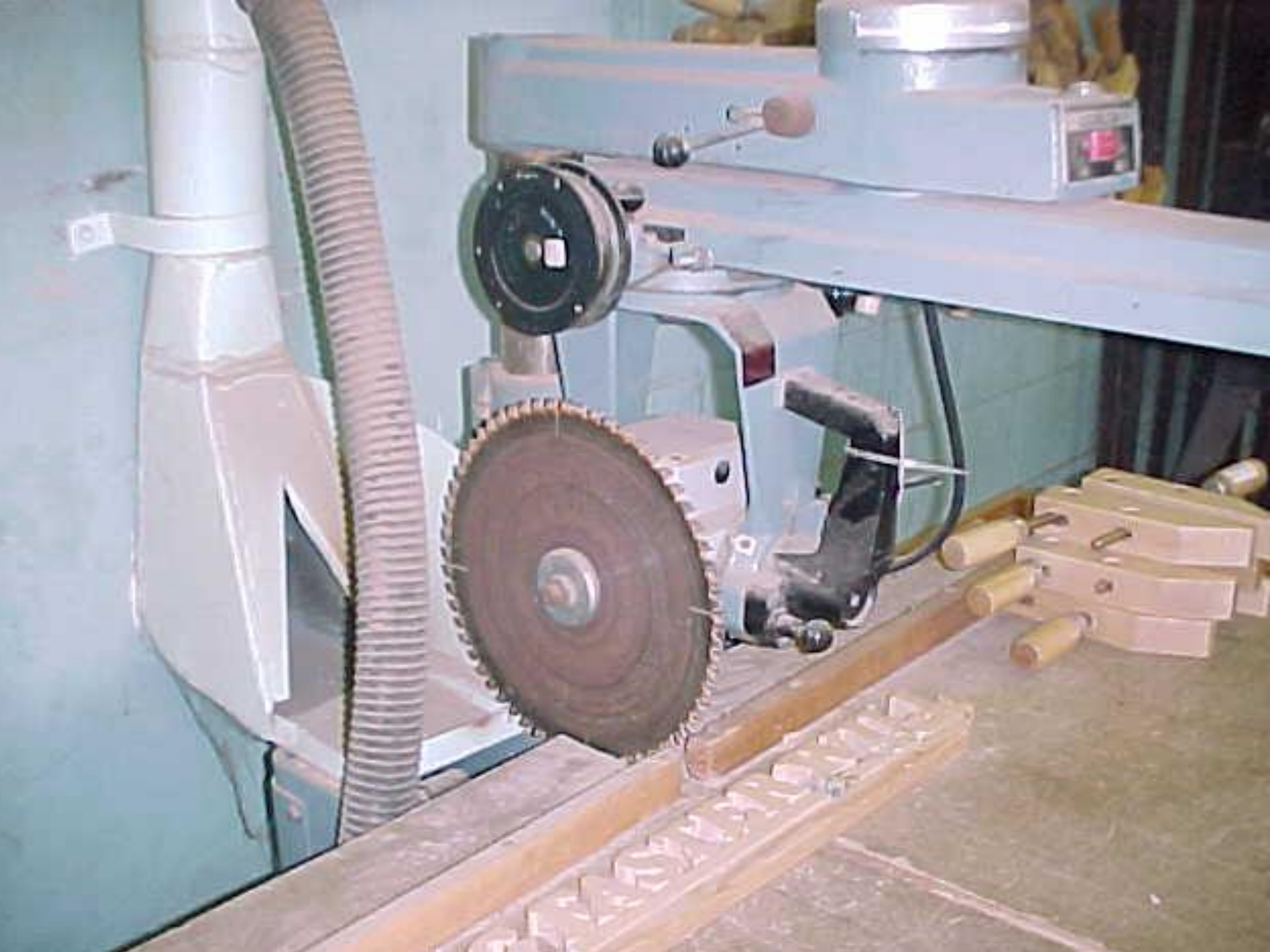
RS 89-7227

**BLOODBORNE PATHOGENS  
EXPOSURE CONTROL PLAN**

December 5, 2007

DEPARTMENT OF EDUCATION  
STATE OF HAWAII







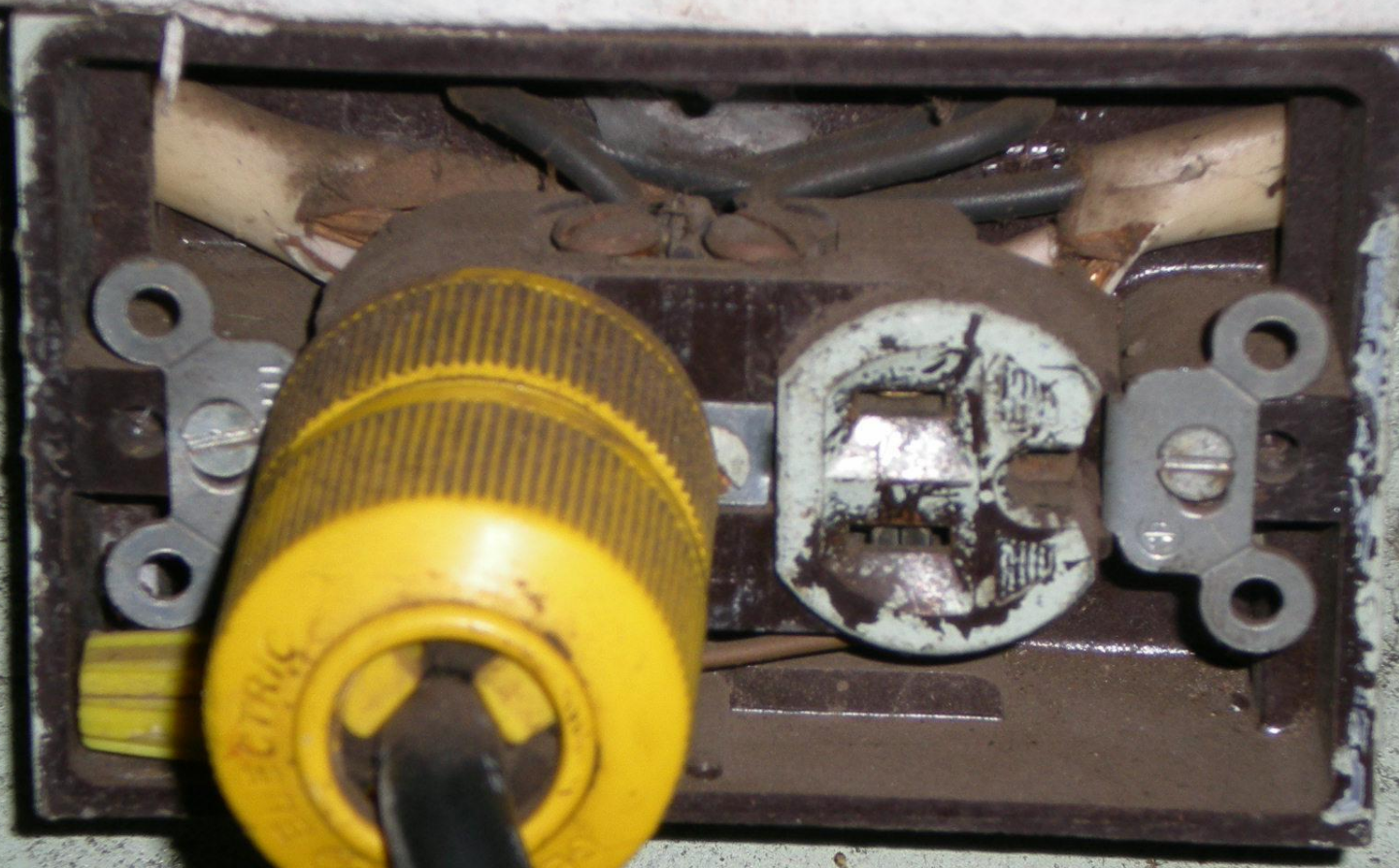






T1

SOME PARTS



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Safety

&

The Supervisor

# Greatest Impact Potential!

- Top Management-Wants a Safe workplace
- Supervisors- Can Make it Happen!
- Employees- Don't want to get hurt



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Questions?