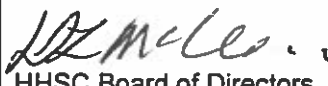
 HAWAII HEALTH SYSTEMS CORPORATION <i>Quality Healthcare for All</i>	Department: Human Resources	Policy No. HR 0025A
		Supersedes Policy No.
POLICY	Approved By:  HHSC Board of Directors By: Donna McCleary, M.D. Its: Secretary/Treasurer	Approved Date: September 23, 2021
Subject: TEMPORARY HAZARD PAY		Last Reviewed: October 8, 2020

I. PURPOSE:

To confirm HHSC's commitment to workplace safety and to provide guidelines for requesting and providing Temporary Hazard Pay for employees who are temporarily exposed to unusually hazardous working conditions in the workplace. This policy applies to all HHSC employees.

II. DEFINITIONS:

"Temporary Hazard Pay" is defined as one of the following:

A. Severe Fifteen Percent (15%)

1. Frequent injuries likely but serious accidents rare
2. Exposure leads to possible eye injuries, loss of fingers, or serious burns
3. Might cause incapacitation
4. Moderate periods of compensable lost time results

B. Most Severe Twenty Five Percent (25%)

1. Exposure likely to result in serious incapacitation, long period of time lost, or possible loss of life
2. Accidents occur frequently in spite of reasonable safety precautions
3. Frequent exposure to hazard where failure to exercise extreme care and judgment might cause an accident which would result in total disability or fatality

III. POLICY:

HHSC is committed to providing a safe place of employment for all of its employees and shall take appropriate measures to eliminate or reduce hazardous working conditions.

The President & Chief Executive Officer, Regional Chief Executive Officer or designee shall grant Temporary Hazard Pay to employees temporarily exposed to unusually hazardous conditions where all of the following conditions are met:

- A. The exposure to the unusually hazardous working conditions is temporary;

- B. The degree of hazard is Severe or Most Severe; and
- C. The unusually hazardous working conditions have not been considered in the assignment of the class to its pay range or salary range.

IV. AUTHORITY:

None

V. RELATED PROCEDURE(S):

HR0025B

VI. REFERENCE(S):

- Hawaii Occupational Safety and Health Administration
- National Institute for Occupational Safety and Health
- Center for Disease Control and Prevention
- Collective Bargaining Agreement for Units 1, 2, 3, 4, 9, 10, 13