You Don’t Know What You Don’t Know



YDKWYDK

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2026 Pacific Rim Safety & Health Conference - ASSP Hawaii Chapter

YDKWYDK

OSH - ydkwydk – not only yourself but everyone else in your sphere of influence.

Where you started

- OSH is a unique and challenging profession – you are always learning from everybody and anybody
- It does not matter where you started
- Did you fall into a safety position?
- College degree?
- What is the path for the OSH professional?
- The personnel standards set by the Office of Personnel Management OPM) is interesting

GS-018

The primary objective of this work is the elimination or minimization of human injury and property and productivity losses, caused by harmful contact incidents, through the design of effective management policies, programs, or practices.

Knowledge

- Safety and occupational health management work requires application of the knowledge of:
- the **principles, standards**, and **techniques** of safety and occupational health management; and
- pertinent elements of **engineering**, **physical science**, **ergonomics**, **psychology, industrial hygiene**, **physiology, sociology,** and other **scientific and technological fields** which contribute to the achievement of comprehensive safety and occupational health objectives.

Qualifications

- Qualifications at the entry level can be a college degree in the related field and 1 to 2 Years of experience. Experience can be substituted for college
- Which is the best teacher formal education or experience? Most employers rely on specialized education/experience associated with their business.
- Education is the activity designed to effect change in knowledge, skill, and attitudes.
- Learning is the act or process by which behavioral change, knowledge, skill and attitudes are acquired.
- Certifications – a recognition for meeting standards of the test given. It is recognized by many.

What you should know

The OSH professional's continuous challenges:

- (1) understand the profession as it relates to your current situation;
- (2) understand what knowledge and experience is needed;
- (3) when and how to get what is needed for the OSH profession; and
- (4) understanding the integrity and ethical elements of the OSH profession.

Ydkwydk – your challenge to find out what that is.

Common Sense OSH

- What is common sense to a carpenter is not common sense to a plumber
- Common sense demand that we identify a common knowledge to allow the comparison.
- The OSH common knowledge is based on compliance with the worker safety and health protection laws and **the moral principle of protecting each other**.
- You stand looking down at two cars traveling toward each other at high speed. They don't know the consequences, but you do. How do you get them to see WHAT THEY DON'T KNOW?

It’s the Law

- Hawaii Revised Statute 396 and the Hawaii Administrative Rules are the worker protection law and Rules. It describes the employer non-delegable duty to **prevent** injuries and illnesses.

- Compliance is important – The Rules provide the STANDARD OF CARE.

- The OSH profession deals with the prevention of injury and illnesses at the workplace and in work activities and we must look beyond the laws and rules.

YDKWYDK when it comes to the behavior and influence of people.

Hawaii Administrative Rule

- HAR §12-110-2 or §12-60-2 are the rules that require employers to have a written safety and health program, including procedures and practices.
- The elements of the Rules are critical to establishing safe and healthful workplaces and work activities. These are the elements to PREVENT injury and illnesses.
- The challenge is to develop and implement the policies, programs, procedures, and practices to prevent injury and illnesses.

Example Root Cause

- The reason for the cause of the incident. It started the cause-and-effect actions or reactions of the incident.
- Identify the facts and separate opinions and theories
- Identify the root cause factors
- Monitor the process to prevent bias
- Integrity of the process

Ethics

- Rules that guide our behavior and our shared value of worker safety and health.
- Worker safety and health is our shared value. Where do we see our ethics?
- Training – is it effective, up to par with industry standards, how do we know?
- AHAs – are they effective. Is it only a form? How do we know?
- Incident investigations – Cause and Root Causes, are they effective?
- Our example – our actions and omissions are seen by everyone. We are obligated to meet the highest level of integrity and ethical behavior

SRGP

- Safety Resources Guidance Program – designed and promoted to share information with each other
- It helps to build our common knowledge
- It helps to share our influence & teaches us
- The OSH profession is a multi-disciplinary profession, and we need input from many
- Why a safety program, would work effectively in one company or one group but not others?
- Why would workers trust and place their lives at risk?
- Root cause – share your analyses to strengthen

YDKWYDK



- Your search for knowledge, education, experience, and learning in this profession is almost infinite. **YDKWYDK**
- Know the worker protection law and Rules
- Know the rules and standards that provides the **standard of care** needed to protect our workers.
- Know the industry standards that guide efforts to protect our workers
- Know your sphere of influence, and know your workers
- Know and protect your integrity because your influence requires it