# JOB HAZARD ANALYSIS (JHA)

Business name

Document: JHA-001 Rev 1
Prepared: Nov 9, 2026
Review by: Dec 9, 2026
Highest risk after controls: Medium

## 1. BUSINESS AND JOB DETAILS

| | | | |
|---|---|---|---|
| **Job** | Internal strip-out | **Start date** | Nov 9, 2026 |
| **Working hours** | 7:00 am to 3:30 pm | **Trade** | Demolition |

## 2. JOB STEPS, HAZARDS AND CONTROLS

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| 1 | Check the asbestos survey and remove any asbestos first | Disturbing asbestos<br><br>Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP) | **Critical Possible / Fatality** | 1.1 Treat insulation, surfacing and resilient flooring in buildings built before 1981 as asbestos unless testing shows otherwise, and get the owner's asbestos survey before you start. [Elimination]<br>1.2 Seal off the work area and keep everyone else out. [Engineering (guarding)]<br>1.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering]<br>1.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative]<br>1.5 Commercial renovation and any demolition need a NESHAP asbestos inspection first, and demolition needs written notice to the state or EPA 10 working days before work starts (40 CFR 61 Subpart M). [Administrative]<br>1.6 Roofing felts, cement shingles and siding, roof coatings and old panel backboards can also contain asbestos. Test them or treat them as asbestos; asbestos roofing is removed intact with hand tools by trained workers (29 CFR 1926.1101(g)(8)). [Administrative]<br>1.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative]<br>1.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE] | **Medium Rare / Fatality** | Site supervisor |
| 2 | Check for lead paint and other hazardous materials before work starts | Lead paint dust and fumes<br>Hazardous chemicals<br><br>Rules: 40 CFR Part 745 (RRP rule) and 29 CFR 1926.62; 29 CFR 1926.59 Hazard Communication | **High Possible / Serious injury** | 2.1 Test old paint for lead before you sand, scrape, cut or heat it. [Elimination]<br>2.2 Use wet scraping, chemical strippers or shrouded tools with extraction instead of dry sanding. Never burn off lead paint with an open flame. [Substitution]<br>2.3 Seal off the work area with plastic sheeting and keep residents, children and pets out. [Engineering (guarding)]<br>2.4 Clean up with a HEPA vacuum and wet wipes. Never dry sweep. [Engineering] | **Medium Unlikely / Recordable / lost time** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | 2.5 In homes and child-occupied facilities built before 1978 (such as child care centers, preschools and kindergarten classrooms), work that disturbs more than 6 sq ft inside or 20 sq ft outside is done by an EPA Lead-Safe Certified firm with a certified renovator (RRP rule). [Administrative]<br>2.6 Do an initial lead exposure assessment and protect workers as if over the limit until results are in. Over 50 micrograms per cubic meter, follow a written lead compliance program (29 CFR 1926.62(d), (e)). [Administrative]<br>2.7 Never torch painted surfaces, keep heat guns below 1,100 degrees F, and use sanders, grinders or planers only with a shroud and HEPA vacuum attachment (40 CFR 745.85(a)(3)). [Administrative]<br>2.8 Provide a clean change area and handwashing, and keep food, drink and tobacco out of the work area (29 CFR 1926.62(i)). [Administrative]<br>2.9 Wash hands and face before eating, drinking or smoking. Change out of dusty clothes before going home. [Administrative]<br>2.10 Wear a NIOSH-approved respirator with N100 or P100 filters, disposable coveralls and gloves. [PPE]<br>2.11 Choose the least harmful product that does the job, for example water-based instead of solvent-based. [Substitution]<br>2.12 Use chemicals in well-ventilated areas, or use fans and extraction in closed rooms. [Engineering]<br>2.13 Read the Safety Data Sheet (SDS) and labels before use, following OSHA Hazard Communication. [Administrative]<br>2.14 Keep chemicals in labeled containers. Never pour them into drink bottles. [Administrative]<br>2.15 Store chemicals away from heat, food and drink, and keep products that react with each other apart. [Administrative]<br>2.16 Have eye wash and a spill kit nearby, and wash hands before eating. [Administrative]<br>2.17 Wear chemical-resistant gloves and safety glasses or goggles as listed on the SDS. [PPE]<br>2.18 Use a respirator with the right cartridge if the SDS calls for one. [PPE] | | |
| 3 | Isolate and cap power, gas and water to the area, and confirm they are dead | Electric shock from live wiring<br>Gas and fuel lines<br><br>Rules: 29 CFR 1926 Subpart K | **Critical Possible / Fatality** | 3.1 Isolate the power before any work. Do not work live. [Elimination]<br>3.2 Lock out and tag the disconnecting means with your own personal lock and tag so the circuit cannot be energized (29 CFR 1926.417). [Engineering (guarding)]<br>3.3 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering]<br>3.4 Only qualified persons work on or near exposed energized parts. [Administrative]<br>3.5 Check for back feeds from solar, batteries and generators | **Medium Rare / Fatality** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | that can keep a circuit live after the main switch is off. [Administrative]<br>3.6 If energized work cannot be avoided, use an energized work permit, a safety observer and insulated tools, following NFPA 70E. [Administrative]<br>3.7 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE]<br>3.8 Isolate and purge the line before work, with the owner's approval. [Elimination]<br>3.9 Lock off and tag the isolation valve. [Engineering (guarding)]<br>3.10 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering]<br>3.11 Only licensed gas fitters work on gas lines. [Administrative]<br>3.12 Remove ignition sources: no smoking, no hot work and no sparking tools near the line. [Administrative]<br>3.13 Know where the shut-off valve is and what to do if a leak happens. [Administrative]<br>3.14 Wear safety glasses and gloves, and keep a fire extinguisher close by. [PPE] | | |
| 4 | Seal the area from occupants, set up dust control and keep exits clear | Working in an occupied home or building<br>General dust<br>Fire and emergencies<br><br>Rules: 29 CFR 1926 Subpart F | **High Unlikely / Fatality** | 4.1 Plan noisy, dusty or risky work for when the building is empty. [Elimination]<br>4.2 Close off the work area with barriers, plastic sheeting or locked doors, and put up signs. [Engineering (guarding)]<br>4.3 Keep fire exits and paths clear at all times. [Administrative]<br>4.4 Tell occupants before you turn off power, water or gas, and before noisy or dusty work. [Administrative]<br>4.5 Lock away tools, chemicals and materials each day, out of reach of children. [Administrative]<br>4.6 Use low-dust products, such as dust-reduced or pre-mixed compounds. [Substitution]<br>4.7 Seal off the work area with plastic sheeting in occupied buildings. [Engineering (guarding)]<br>4.8 Use tools with dust extraction and a vacuum for clean up. [Engineering]<br>4.9 Lightly mist the area with water to keep dust down, away from anything electrical. [Engineering]<br>4.10 Never dry sweep or blow dust off with compressed air. [Administrative]<br>4.11 Provide fire extinguishers suited to the site, checked and easy to reach. [Engineering]<br>4.12 Keep exits and escape routes clear and signed. [Engineering]<br>4.13 Have a site emergency plan: alarm, exits, assembly point and emergency contacts. [Administrative]<br>4.14 Keep a stocked first aid kit and at least one trained first aider on site. [Administrative] | **Medium Rare / Fatality** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | 4.15 Know the site address and how emergency services get in. Call 911. [Administrative] | | |
| 5 | Confirm which walls are load bearing and leave them alone without an engineer design | Structural collapse during alterations | **High Unlikely / Fatality** | 5.1 Get an engineer to check before removing any wall, beam, post or bracing that may be load-bearing. [Elimination]<br>5.2 Keep everyone clear of the area under and next to the work. [Engineering (guarding)]<br>5.3 Install temporary props, needles or shoring as designed before removing any support. [Engineering]<br>5.4 Follow the engineer's sequence. Do not change it without approval. [Administrative]<br>5.5 Check props daily. Do not remove them until the permanent support is in and approved. [Administrative]<br>5.6 Wear a hard hat and safety boots. [PPE] | **Medium Rare / Fatality** | Site supervisor |
| 6 | Strip fittings and linings from the top down, using a platform ladder or mobile scaffold for ceilings | Falling tools and materials<br>Cuts from sharp edges<br>Falling from a ladder<br><br>Rules: 29 CFR 1926.501(c); 29 CFR 1926 Subpart X | **High Possible / Serious injury** | 6.1 Barricade and sign the drop zone under overhead work so nobody walks beneath. [Engineering (guarding)]<br>6.2 Fit toe boards, kick plates and mesh screens on scaffolds and edges. [Engineering]<br>6.3 Use catch fans, debris netting or covered walkways where people pass below. [Engineering]<br>6.4 Tether hand tools when working at height. [Engineering]<br>6.5 Keep platforms tidy. Do not stack materials near edges or above toe board height. [Administrative]<br>6.6 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering]<br>6.7 Use knives with retractable or self-retracting blades. [Engineering]<br>6.8 Cut away from your body and keep your other hand clear. [Administrative]<br>6.9 Put used blades in a blade bin or sharps container. [Administrative]<br>6.10 Use two people to handle large sheets of metal or glass. [Administrative]<br>6.11 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution]<br>6.12 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering]<br>6.13 Set extension ladders at a 4 to 1 angle on firm, level ground, secured, and reaching 3 feet above the landing. [Engineering]<br>6.14 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative]<br>6.15 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative] | **Medium Unlikely / Serious injury** | Site supervisor |
| 7 | Cut or break materials with dust extraction | Angle grinder injuries<br>Loud noise<br>Hand-arm and whole-body vibration | **Critical Likely / Fatality** | 7.1 Use a guarded saw or a different tool where you can. [Substitution]<br>7.2 Keep the guard on and use the side handle. Never remove the guard. [Engineering] | **Medium Unlikely / Serious injury** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | Silica dust from concrete, brick, stone and tiles<br><br>Rules: 29 CFR 1926.52; 29 CFR 1926.1153 | | 7.3 Use the right disc for the job, rated for the grinder's speed. Check it for cracks first. [Administrative]<br>7.4 Only trained people change discs, with the grinder unplugged or the battery out. [Administrative]<br>7.5 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution]<br>7.6 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)]<br>7.7 Keep tools maintained and use mufflers on compressors and generators. [Engineering]<br>7.8 Limit time on noisy tools and rotate workers. [Administrative]<br>7.9 Use low-vibration tools and methods, such as a breaker on an excavator instead of a hand jackhammer. [Substitution]<br>7.10 Keep tools sharp and well maintained, and use anti-vibration handles and seats. [Engineering]<br>7.11 Limit trigger time on high-vibration tools and rotate workers. [Administrative]<br>7.12 Keep hands warm and dry, and take regular breaks. [Administrative]<br>7.13 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution]<br>7.14 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)]<br>7.15 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering]<br>7.16 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative]<br>7.17 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative]<br>7.18 Workers who must wear a respirator 30 or more days a year get a free medical exam every 3 years (29 CFR 1926.1153(h)). [Administrative] | | |
| 8 | Watch for needles, droppings and mould in wall and ceiling cavities | Needles and sharps<br>Mold and droppings | **Medium<br>Possible / Recordable / lost time** | 8.1 Use tongs or a pick-up tool. Never pick up needles by hand. [Engineering]<br>8.2 Put needles in a hard sharps container with a lid. [Engineering]<br>8.3 Look before you reach. Use a flashlight to check ceilings, cavities and trash. [Administrative]<br>8.4 If you are stuck, wash the area with soap and water and see a doctor straight away. [Administrative]<br>8.5 Wear puncture-resistant gloves and safety boots. [PPE]<br>8.6 Fix the water leak and dry the area before removing mold. [Elimination]<br>8.7 Seal off the area with plastic sheeting and keep occupants out. [Engineering (guarding)] | **Low<br>Rare / Serious injury** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | 8.8 Clean up with a HEPA vacuum and wet wipes. Never dry sweep. [Engineering]<br>8.9 Bag moldy material on site and remove it promptly. [Administrative]<br>8.10 Wash hands and face before eating and at the end of each shift. [Administrative]<br>8.11 Wear an N95 (or better) respirator, gloves, goggles and disposable coveralls. [PPE] | | |
| 9 | Load waste into the dumpster by hand or chute, keeping walkways clear | Lifting and carrying heavy loads<br>Poor housekeeping and waste | **High Likely / Recordable / lost time** | 9.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination]<br>9.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution]<br>9.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering]<br>9.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative]<br>9.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative]<br>9.6 Rotate tasks and take breaks on long lifting jobs. [Administrative]<br>9.7 Wear gloves for grip and safety boots to protect your feet. [PPE]<br>9.8 Order materials to size and send packaging back where you can. [Elimination]<br>9.9 Put dumpsters and waste chutes close to the work. [Engineering]<br>9.10 Clean as you go, and do a full clean up at the end of each day. [Administrative]<br>9.11 Keep exits, stairs and walkways clear at all times. [Administrative]<br>9.12 Stack materials neatly on level ground, away from edges. [Administrative]<br>9.13 Wear gloves when handling waste. [PPE] | **Medium Unlikely / Recordable / lost time** | Site supervisor |

Risk key: risk = likelihood x consequence on a 5 x 5 matrix. Low, Medium, High, Critical. Work must not start while the risk after controls is high or above. Controls are listed in order of the hierarchy of controls: Elimination, Substitution, Engineering (guarding), Engineering, Administrative, PPE.

## 3. PPE AND PERMITS

| Required PPE | Permits and plans |
|---|---|
| Safety-toe boots (ASTM F2413)<br>Hard hat (ANSI Z89.1)<br>Safety glasses (ANSI Z87.1)<br>N95 respirator<br>Cut-resistant gloves | None required |

| Required PPE | Permits and plans |
|---|---|
| Hearing protection (earmuffs or plugs)<br>Half-face respirator (P100 cartridges)<br>Coveralls<br>Work gloves<br>Chemical-resistant gloves<br>Safety goggles (ANSI Z87.1)<br>Face shield (ANSI Z87.1) | |

## 4. PLANT AND EQUIPMENT

| Plant / equipment | License or training needed | Inspection needed | Rego / ID | Last inspected | Certificate / report |
|---|---|---|---|---|---|
| Hand tools | | | | | |
| Angle grinder | | Visual check of cord, plug and guards before each day's use; if you run an assured equipment grounding program instead of GFCIs, test every 3 months (29 CFR 1926.404(b)(1)) | | | |
| Jackhammer | | | | | |
| HEPA vacuum | | Visual check of cord, plug and guards before each day's use; if you run an assured equipment grounding program instead of GFCIs, test every 3 months (29 CFR 1926.404(b)(1)) | | | |
| Trailer | | | | | |

## 5. TRAINING REQUIRED FOR THIS WORK

- Asbestos awareness training, plus class-specific training for Class I to III work (29 CFR 1926.1101(k)(9)); respirator fit test and medical evaluation (29 CFR 1910.134)
- Lead training under 29 CFR 1926.62(l); EPA RRP Certified Renovator for pre-1978 homes and child-occupied facilities; respirator fit test and medical evaluation (29 CFR 1910.134)
- Hazard communication training on the written program, labels and SDS (29 CFR 1910.1200(h), via 1926.59); respirator fit test and medical evaluation if a respirator is used (29 CFR 1910.134)
- Qualified person training for work on or near exposed energized parts (29 CFR 1926.416, NFPA 70E)
- Ladder safety training by a competent person (29 CFR 1926.1060)
- Silica training on the exposure control plan and Table 1 controls (29 CFR 1926.1153(i)); respirator fit test and medical evaluation (29 CFR 1910.134)

## 6. CREW TRAINING AND CERTIFICATIONS

Crew listed at sign-on below, with ticket and licence numbers.

## 7. EMERGENCY ARRANGEMENTS

| | | | |
|---|---|---|---|
| **Emergency number** | 911 | **First aid kit** | In the work vehicle |
| **Fire extinguisher** | In the work vehicle | **Alarm and evacuation** | Shout for help and stop work. Make the area safe and go to the assembly point. Call the emergency number and send someone to meet the ambulance. |
| **Reporting incidents** | Report a fatality to OSHA within 8 hours, and an | | |

| | | | |
|---|---|---|---|
| | in-patient hospitalization, amputation or eye loss within 24 hours. | | |

## 8. MONITORING, REVIEW AND LEGAL BASIS

A competent person inspects the job site, materials and equipment before work each day and as conditions change (29 CFR 1926.20(b)(2)). Any time this JHA is revised, the affected crew is re-briefed and signs again.

Legal basis: OSH Act Section 5(a)(1) and 29 CFR 1926, Safety and Health Regulations for Construction (incl. 1926.20 and 1926.21). OSHA requires employers to find and fix hazards and to train workers on them. A JHA breaks the job into steps, lists the hazards in each step and the controls that protect the crew. General contractors often require one before you start.

Keep this JHA on site during the job, and keep it with the training and inspection records for at least 1 year after the job (longer if your state plan or general contractor requires it). OSHA does not set a retention period for JHAs themselves.

## 9. REVISION HISTORY

| Rev | Date | By | What changed |
|---|---|---|---|
| 1 | Nov 9, 2026 | | First issue |
| | | | |
| | | | |

## 10. SIGN-OFF

| | Name | Signature | Date | |
|---|---|---|---|---|
| **Prepared by** | | | | |
| **Supervisor** | | | | |
| **General contractor review** | | | | Accepted for use: Yes / No |

By signing below, each crew member confirms they were trained on the hazards and controls in this JHA before work started, and will follow it. Stop work and tell the supervisor if conditions change.

| Name | Role / company | Tickets / licences | Signature | Date |
|---|---|---|---|---|
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| Name | Role / company | Tickets / licences | Signature | Date |
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