# 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** | Demolish a small building | **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, get asbestos removed, and get services disconnected | Disturbing asbestos<br>Electric shock from live wiring<br>Gas and fuel lines<br>Hitting underground services<br><br>Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); 29 CFR 1926 Subpart K; 29 CFR 1926.651(b) and your state 811 law | **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 Isolate the power before any work. Do not work live. [Elimination]<br>1.9 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>1.10 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering]<br>1.11 Only qualified persons work on or near exposed energized parts. [Administrative]<br>1.12 Isolate and purge the line before work, with the owner's approval. [Elimination]<br>1.13 Lock off and tag the isolation valve. [Engineering | **Medium Rare / Fatality** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | (guarding)]<br>1.14 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering]<br>1.15 Only licensed gas fitters work on gas lines. [Administrative]<br>1.16 Keep machine buckets well clear of marked services and use a spotter. [Engineering (guarding)]<br>1.17 Scan the area with a cable locator before digging and mark services on the ground. [Engineering]<br>1.18 Hand dig or vacuum excavate to expose services before using a machine near them. [Engineering]<br>1.19 Call 811 before you dig and wait until all utilities have marked their lines. [Administrative]<br>1.20 Support or protect exposed utilities so they cannot sag or break while the excavation is open (29 CFR 1926.651(b)(4)). [Administrative] | | |
| 2 | Fence the site and set up traffic and public control | Public entering the work area<br>Road traffic<br><br>Rules: MUTCD Part 6 and 29 CFR 1926 Subpart G | **Critical Possible / Fatality** | 2.1 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)]<br>2.2 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)]<br>2.3 Use hoarding, covered walkways or catch fans where work is above public areas. [Engineering]<br>2.4 Put signs at each entry: site name, contact number and "No unauthorized entry". [Administrative]<br>2.5 Make the site safe at the end of each day: cover holes, lower plant, remove ladders and lock tools away. [Administrative]<br>2.6 Use a spotter when moving plant or materials across public paths. [Administrative]<br>2.7 Do the work at low-traffic times, or close the road or lane with approval. [Elimination]<br>2.8 Put solid barriers between the work and traffic where speeds are high, not just cones. [Engineering (guarding)]<br>2.9 Use a truck-mounted attenuator or buffer vehicle on high speed roads. [Engineering]<br>2.10 Set up work zone signs and cones to MUTCD Part 6, with trained flaggers. [Administrative]<br>2.11 Get any permit needed from the city, county or state DOT before you start. [Administrative]<br>2.12 Park work vehicles to shield the work zone, with beacons on. [Administrative]<br>2.13 Wear ANSI/ISEA 107 Class 2 or 3 high-visibility clothing. [PPE] | **Medium Rare / Fatality** | Site supervisor |
| 3 | Strip out by hand before machine demolition | Lifting and carrying heavy loads<br>Cuts from sharp edges<br>Falling from height | **Critical Likely / Fatality** | 3.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination]<br>3.2 Use lighter or smaller loads: order smaller bags and | **Medium Unlikely / Recordable / lost time** | Site supervisor |

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|---|---|---|---|---|---|---|
| | | Rules: 29 CFR 1926 Subpart M | | shorter lengths, and drain or break down old items before moving them. [Substitution]<br>3.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering]<br>3.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative]<br>3.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative]<br>3.6 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering]<br>3.7 Use knives with retractable or self-retracting blades. [Engineering]<br>3.8 Cut away from your body and keep your other hand clear. [Administrative]<br>3.9 Put used blades in a blade bin or sharps container. [Administrative]<br>3.10 Use two people to handle large sheets of metal or glass. [Administrative]<br>3.11 Do the work from the ground where you can, for example pre-assemble on the ground or use extension poles. [Elimination]<br>3.12 Install guardrails or edge protection on all open edges before work starts. [Engineering (guarding)]<br>3.13 Use a scaffold, mobile work platform or aerial lift instead of working off a ladder. [Engineering]<br>3.14 Where edge protection is not practical, use a fall restraint or fall arrest system on a rated anchor point. [Engineering]<br>3.15 Provide fall protection at 6 feet or more and train workers to recognize fall hazards (29 CFR 1926.503). [Administrative]<br>3.16 Have a rescue plan so a worker hanging in a harness can be brought down within minutes. [Administrative] | | |
| 4 | Demolish with the excavator, keeping everyone outside the exclusion zone | Being hit by heavy equipment<br>Structural collapse during alterations<br>Demolition and falling debris<br><br>Rules: 29 CFR 1926 Subpart O; 29 CFR 1926 Subpart T | **Critical Possible / Fatality** | 4.1 Separate people and equipment with barriers, exclusion zones and marked walkways. [Engineering (guarding)]<br>4.2 Use equipment with working backup alarms, cameras and lights. [Engineering]<br>4.3 Have a site traffic plan showing equipment routes, loading areas and pedestrian paths. [Administrative]<br>4.4 Use a spotter when backing up or working near people. [Administrative]<br>4.5 Make eye contact with the operator before going near. Stay out of the swing radius. [Administrative]<br>4.6 Get an engineer to check before removing any wall, beam, post or bracing that may be load-bearing. [Elimination]<br>4.7 Keep everyone clear of the area under and next to the work. [Engineering (guarding)]<br>4.8 Install temporary props, needles or shoring as designed before removing any support. [Engineering] | **Medium Rare / Fatality** | Site supervisor |

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|---|---|---|---|---|---|---|
| | | | | 4.9 Follow the engineer's sequence. Do not change it without approval. [Administrative]<br>4.10 Check props daily. Do not remove them until the permanent support is in and approved. [Administrative]<br>4.11 Check for asbestos, lead, live services and structural risks before demolition starts. [Elimination]<br>4.12 Disconnect and cap power, gas and water before demolition. [Engineering (guarding)]<br>4.13 Set an exclusion zone bigger than the distance the structure could fall. [Engineering (guarding)]<br>4.14 Use a machine with a guarded cab instead of hand demolition where practical. [Engineering]<br>4.15 Use chutes or bins to get debris down. Never drop it from height. [Engineering] | | |
| 5 | Keep dust down with water | General dust<br>Silica dust from concrete, brick, stone and tiles<br>Loud noise<br><br>Rules: 29 CFR 1926.1153; 29 CFR 1926.52 | **Critical Likely / Fatality** | 5.1 Use low-dust products, such as dust-reduced or pre-mixed compounds. [Substitution]<br>5.2 Seal off the work area with plastic sheeting in occupied buildings. [Engineering (guarding)]<br>5.3 Use tools with dust extraction and a vacuum for clean up. [Engineering]<br>5.4 Lightly mist the area with water to keep dust down, away from anything electrical. [Engineering]<br>5.5 Never dry sweep or blow dust off with compressed air. [Administrative]<br>5.6 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution]<br>5.7 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)]<br>5.8 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>5.9 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative]<br>5.10 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative]<br>5.11 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]<br>5.12 Wear the respirator Table 1 lists for the task: APF 10 (a fit-tested N95 or half mask) for most tasks, APF 25 (such as a loose-fitting PAPR) for tuckpointing with a handheld grinder for more than 4 hours a shift. [PPE]<br>5.13 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution]<br>5.14 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)]<br>5.15 Keep tools maintained and use mufflers on compressors | **Medium Unlikely / Recordable / lost time** | Site supervisor |

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|---|---|---|---|---|---|---|
| | | | | and generators. [Engineering]<br>5.16 Limit time on noisy tools and rotate workers. [Administrative]<br>5.17 If you have to shout to be heard at arm's length, wear hearing protection. [Administrative] | | |
| 6 | Sort and load waste into trucks, then level the site | Being hit by heavy equipment<br>Road traffic<br>Poor housekeeping and waste<br><br>Rules: 29 CFR 1926 Subpart O; MUTCD Part 6 and 29 CFR 1926 Subpart G | **Critical Possible / Fatality** | 6.1 Operators are trained and authorized for each machine. Forklift and telehandler operators are trained, evaluated and certified by the employer (29 CFR 1910.178(l), via 1926.602(d)). [Administrative]<br>6.2 Do a pre-start check on each machine every day and record it. [Administrative]<br>6.3 Wear hi-vis clothing and a hard hat. [PPE]<br>6.4 Being hit by heavy equipment: see step 4 for the full controls [Administrative]<br>6.5 Road traffic: see step 2 for the full controls [Administrative]<br>6.6 Order materials to size and send packaging back where you can. [Elimination]<br>6.7 Put dumpsters and waste chutes close to the work. [Engineering]<br>6.8 Clean as you go, and do a full clean up at the end of each day. [Administrative]<br>6.9 Keep exits, stairs and walkways clear at all times. [Administrative]<br>6.10 Stack materials neatly on level ground, away from edges. [Administrative] | **Medium Rare / Fatality** | 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>High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways)<br>Safety glasses (ANSI Z87.1)<br>N95 respirator<br>Hearing protection (earmuffs or plugs)<br>Cut-resistant gloves<br>Half-face respirator (P100 cartridges)<br>Coveralls<br>Work gloves | None required |

## 4. PLANT AND EQUIPMENT

| Plant / equipment | License or training needed | Inspection needed | Rego / ID | Last inspected | Certificate / report |
|---|---|---|---|---|---|
| Excavator | | | | | |
| Skid steer | | | | | |
| Dump truck | CDL if the truck's GVWR, or the combination's GCWR, is 26,001 lb or more (49 CFR 383.5), or if it carries placarded hazmat | Brakes, lights, horn, steering, tires and other parts checked at the beginning of each shift (29 CFR 1926.601(b)(14)) | | | |
| Hand tools | | | | | |
| 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)
- Qualified person training for work on or near exposed energized parts (29 CFR 1926.416, NFPA 70E)
- Fall protection training by a competent person, with a written certification record (29 CFR 1926.503)
- Equipment operator training (29 CFR 1926.20(b)(4)); forklift and telehandler operators trained, evaluated and certified, re-evaluated every 3 years (29 CFR 1910.178(l))
- 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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