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	Rewire a house	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Electrical

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Agree a room by room plan with the occupants and protect floors and furniture	Working in an occupied home or building Slips and trips	**Medium Possible / Recordable / lost time**	1.1 Plan noisy, dusty or risky work for when the building is empty. [Elimination] 1.2 Close off the work area with barriers, plastic sheeting or locked doors, and put up signs. [Engineering (guarding)] 1.3 Keep fire exits and paths clear at all times. [Administrative] 1.4 Tell occupants before you turn off power, water or gas, and before noisy or dusty work. [Administrative] 1.5 Lock away tools, chemicals and materials each day, out of reach of children. [Administrative] 1.6 Clean up dust and debris at the end of each day. [Administrative] 1.7 Plan walkways and keep them clear of materials, hoses and leads. [Elimination] 1.8 Run cords and hoses overhead on hooks or stands, or along walls, not across walkways. [Engineering] 1.9 Slips and trips: see step 7 for the full controls [Administrative]	**Low Unlikely / Minor injury**	Site supervisor
2	Check the asbestos survey and look for old lead paint before cutting into walls and ceilings	Disturbing asbestos Lead paint dust and fumes Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); 40 CFR Part 745 (RRP rule) and 29 CFR 1926.62	**Critical Possible / Fatality**	2.1 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] 2.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 2.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 2.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 2.5 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]	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				2.6 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] 2.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative] 2.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE] 2.9 Test old paint for lead before you sand, scrape, cut or heat it. [Elimination] 2.10 Use wet scraping, chemical strippers or shrouded tools with extraction instead of dry sanding. Never burn off lead paint with an open flame. [Substitution] 2.11 Seal off the work area with plastic sheeting and keep residents, children and pets out. [Engineering (guarding)] 2.12 Clean up with a HEPA vacuum and wet wipes. Never dry sweep. [Engineering] 2.13 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] 2.14 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] 2.15 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] 2.16 Provide a clean change area and handwashing, and keep food, drink and tobacco out of the work area (29 CFR 1926.62(i)). [Administrative] 2.17 Wash hands and face before eating, drinking or smoking. Change out of dusty clothes before going home. [Administrative] 2.18 Wear a NIOSH-approved respirator with N100 or P100 filters, disposable coveralls and gloves. [PPE]		
3	Isolate the circuits being worked on, apply lockout/tagout and test to prove dead; run any temporary supply through GFCI protection	Electric shock from live wiring Stored energy Electric shock from cords and power tools Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	3.1 Isolate the power before any work. Do not work live. [Elimination] 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)] 3.3 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 3.4 Only qualified persons work on or near exposed energized parts. [Administrative] 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] 3.6 Release or block all stored energy before work: release the pressure in pipes, tanks and hoses, bleed hydraulics, release springs, lower loads. [Elimination] 3.7 Lock out and tag all energy sources with personal locks. [Engineering (guarding)] 3.8 Put mechanical blocks or props under raised parts like buckets, tipper bodies and doors. [Engineering] 3.9 Test that the system is dead and nothing can move before you start. [Administrative] 3.10 Follow the maker's procedure, for example for garage door and roller door springs. [Administrative] 3.11 Use battery-powered tools where you can. [Substitution] 3.12 Use GFCIs on all 120-volt, 15, 20 and 30 amp temporary receptacles, or a written assured equipment grounding conductor program run by a competent person with recorded tests (29 CFR 1926.404(b)(1)). [Engineering] 3.13 Keep cords off the ground and out of water, using stands or hooks. [Engineering] 3.14 Check cords, plugs and tools before every use. Tag out and remove anything damaged. [Administrative] 3.15 Do not use tools in rain or wet areas unless they are rated for it. [Administrative]		
4	Work in the ceiling space only on joists, with lighting and short breaks in hot weather	Falling through a floor opening or void Heat stress Poor lighting and night work Bites and stings Rules: 29 CFR 1926 Subpart M; OSH Act Section 5(a)(1) General Duty Clause; state heat rules where they apply (Cal/OSHA T8 3395, WA WAC 296-62-095, OR OAR 437-002-0156, MD COMAR 09.12.32); 29 CFR 1926.56	**Critical Possible / Fatality**	4.1 Cover every hole with a secured cover marked "HOLE" or "COVER" that can hold twice the weight it may carry. [Engineering (guarding)] 4.2 Put guardrails with toe boards around stairwells, elevator shafts, floor holes and open edges. [Engineering (guarding)] 4.3 Install stairs early and fit temporary handrails as soon as they go in. [Engineering] 4.4 Never remove a cover or guardrail without approval. Put it back straight away. [Administrative] 4.5 Schedule heavy work for the cooler part of the day. [Elimination] 4.6 Provide shade over work and rest areas, and fans or cooling in attics. [Engineering] 4.7 Supply cool drinking water close by and drink a cup every 15 to 20 minutes. [Administrative] 4.8 Take regular rest breaks in the shade, more often as it gets hotter. [Administrative] 4.9 In California, Washington, Oregon and Maryland, follow the state heat illness rule: written plan, shade, water, rest and high-heat procedures. [Administrative] 4.10 Plan work for daylight hours where you can. [Elimination] 4.11 Set up enough temporary lighting for the task, walkways, stairs and access points. [Engineering] 4.12 Aim lights so they do not dazzle plant operators or	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				drivers. [Engineering] 4.13 Check lighting before work starts and carry a flashlight or head lamp. [Administrative] 4.14 Check work areas before starting, and get pest control to remove nests. [Elimination] 4.15 Look before you reach into dark spaces. [Administrative] 4.16 Ask owners to keep pets away from the work area. [Administrative] 4.17 Know who has allergies and keep their medication, such as an epinephrine auto-injector, close by. [Administrative]		
5	Scan for pipes, then chase walls and drill holes using dust extraction	Silica dust from concrete, brick, stone and tiles General dust Injury from power tools Gas and fuel lines Rules: 29 CFR 1926.1153; 29 CFR 1926 Subpart I	**Critical Likely / Fatality**	5.1 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 5.2 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 5.3 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 5.4 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 5.5 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative] 5.6 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] 5.7 Use low-dust products, such as dust-reduced or pre-mixed compounds. [Substitution] 5.8 Seal off the work area with plastic sheeting in occupied buildings. [Engineering (guarding)] 5.9 Use tools with dust extraction and a vacuum for clean up. [Engineering] 5.10 Lightly mist the area with water to keep dust down, away from anything electrical. [Engineering] 5.11 Keep all guards fitted and working. Never tie back or remove a guard. [Engineering] 5.12 Clamp or secure the work piece. Do not hold it by hand. [Engineering] 5.13 Only trained, competent people use power tools, following the maker's instructions. [Administrative] 5.14 Check tools before use. Unplug or remove the battery before changing blades or bits. [Administrative] 5.15 Isolate and purge the line before work, with the owner's approval. [Elimination] 5.16 Lock off and tag the isolation valve. [Engineering (guarding)] 5.17 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering] 5.18 Only licensed gas fitters work on gas lines. [Administrative]	**Medium Unlikely / Recordable / lost time**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
6	Strip out old wiring, treating every cable as live until it is proven dead	Electric shock from live wiring Cuts from sharp edges Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	6.1 If energized work cannot be avoided, use an energized work permit, a safety observer and insulated tools, following NFPA 70E. [Administrative] 6.2 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE] 6.3 Electric shock from live wiring: see step 3 for the full controls [Administrative] 6.4 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering] 6.5 Use knives with retractable or self-retracting blades. [Engineering] 6.6 Cut away from your body and keep your other hand clear. [Administrative] 6.7 Put used blades in a blade bin or sharps container. [Administrative] 6.8 Use two people to handle large sheets of metal or glass. [Administrative] 6.9 Wear cut-resistant gloves and long sleeves. [PPE]	**Medium Rare / Fatality**	Site supervisor
7	Pull in new cables, keeping walkways and stairs clear	Slips and trips Lifting and carrying heavy loads	**High Likely / Recordable / lost time**	7.1 Plan walkways and keep them clear of materials, hoses and leads. [Elimination] 7.2 Run cords and hoses overhead on hooks or stands, or along walls, not across walkways. [Engineering] 7.3 Fill or cover holes, and lay boards or mats on muddy access paths. [Engineering] 7.4 Clean up offcuts, packaging and spills as you go, not at the end of the day. [Administrative] 7.5 Keep work areas, stairs and access paths well lit. [Administrative] 7.6 Wear safety boots with good grip, laced up. [PPE] 7.7 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 7.8 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 7.9 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 7.10 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 7.11 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 7.12 Rotate tasks and take breaks on long lifting jobs. [Administrative] 7.13 Wear gloves for grip and safety boots to protect your feet. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
8	Fit off outlets, switches and lights from a stable step or platform	Electric shock from cords and power tools Falling from a ladder	**High Possible / Serious injury**	8.1 Wear safety boots and dry gloves. [PPE] 8.2 Electric shock from cords and power tools: see step 3 for the full controls [Administrative]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
		Repetitive work and awkward postures Rules: 29 CFR 1926 Subpart K; 29 CFR 1926 Subpart X		8.3 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution] 8.4 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering] 8.5 Set extension ladders at a 4 to 1 angle on firm, level ground, secured, and reaching 3 feet above the landing. [Engineering] 8.6 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative] 8.7 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative] 8.8 Use tools that cut the effort: powered screwdrivers, long-handled tools and extension poles for overhead work. [Substitution] 8.9 Set work up at waist height on benches or trestles where you can. [Engineering] 8.10 Use light tools with good grips, and keep blades and bits sharp. [Engineering] 8.11 Rotate tasks and take short breaks every hour on repetitive work. [Administrative] 8.12 Warm up before heavy physical work and report aches and pains early. [Administrative]		
9	Test every circuit, re-energise, make good and hand over the certificate	Electric shock from live wiring Poor housekeeping and waste Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	9.1 Electric shock from live wiring: see step 3 for the full controls [Administrative] 9.2 Order materials to size and send packaging back where you can. [Elimination] 9.3 Put dumpsters and waste chutes close to the work. [Engineering] 9.4 Clean as you go, and do a full clean up at the end of each day. [Administrative] 9.5 Keep exits, stairs and walkways clear at all times. [Administrative] 9.6 Stack materials neatly on level ground, away from edges. [Administrative] 9.7 Wear gloves when handling waste. [PPE]	**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) Safety glasses (ANSI Z87.1) N95 respirator Work gloves Knee pads	Lockout/tagout (1926.417)

Required PPE	Permits and plans
Half-face respirator (P100 cartridges) Coveralls Rubber insulating gloves Arc flash PPE (NFPA 70E) Sun protection (sunscreen, hat, long sleeves) High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways) Hearing protection (earmuffs or plugs) Cut-resistant gloves Hard hat (ANSI Z89.1)	

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Electrical test meter		Rated for the voltage and category (CAT III or IV), inspected before each use, and checked on a known source before and after testing (NFPA 70E)			
Power drill		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))			
Hand tools					
Step ladder		Inspected by a competent person for visible defects periodically and after any event that could affect safe use (29 CFR 1926.1053(b)(15))			
Rotary hammer		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))			

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)
- 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)
- 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)
- Ladder safety training by a competent person (29 CFR 1926.1060)

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

Name	Role / company	Tickets / licences	Signature	Date