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	Kitchen renovation	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	General contracting

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Check for asbestos and isolate power, gas and water	Disturbing asbestos Electric shock from live wiring Gas and fuel lines Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); 29 CFR 1926 Subpart K	**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] 1.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 1.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 1.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 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] 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] 1.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative] 1.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE] 1.9 Isolate the power before any work. Do not work live. [Elimination] 1.10 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)] 1.11 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 1.12 Only qualified persons work on or near exposed energized parts. [Administrative] 1.13 Check for back feeds from solar, batteries and	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				generators that can keep a circuit live after the main switch is off. [Administrative] 1.14 Isolate and purge the line before work, with the owner's approval. [Elimination] 1.15 Lock off and tag the isolation valve. [Engineering (guarding)] 1.16 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering] 1.17 Only licensed gas fitters work on gas lines. [Administrative] 1.18 Remove ignition sources: no smoking, no hot work and no sparking tools near the line. [Administrative]		
2	Remove old cabinets and appliances with two people	Lifting and carrying heavy loads Cuts from sharp edges	**High Likely / Recordable / lost time**	2.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 2.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 2.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 2.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 2.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 2.6 Rotate tasks and take breaks on long lifting jobs. [Administrative] 2.7 Wear gloves for grip and safety boots to protect your feet. [PPE] 2.8 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering] 2.9 Use knives with retractable or self-retracting blades. [Engineering] 2.10 Cut away from your body and keep your other hand clear. [Administrative] 2.11 Put used blades in a blade bin or sharps container. [Administrative] 2.12 Use two people to handle large sheets of metal or glass. [Administrative] 2.13 Wear cut-resistant gloves and long sleeves. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
3	Patch walls and run new services	General dust Electric shock from live wiring Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	3.1 Use low-dust products, such as dust-reduced or pre-mixed compounds. [Substitution] 3.2 Seal off the work area with plastic sheeting in occupied buildings. [Engineering (guarding)] 3.3 Use tools with dust extraction and a vacuum for clean up. [Engineering] 3.4 Lightly mist the area with water to keep dust down, away from anything electrical. [Engineering] 3.5 Never dry sweep or blow dust off with compressed air.	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				[Administrative] 3.6 Wear a dust mask and safety glasses. [PPE] 3.7 If energized work cannot be avoided, use an energized work permit, a safety observer and insulated tools, following NFPA 70E. [Administrative] 3.8 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE] 3.9 Electric shock from live wiring: see step 1 for the full controls [Administrative]		
4	Install cabinets and benchtops, wet cutting stone	Silica dust from concrete, brick, stone and tiles Lifting and carrying heavy loads Saw cuts and kickback Rules: 29 CFR 1926.1153; 29 CFR 1926 Subpart I	**Critical Likely / Fatality**	4.1 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 4.2 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 4.3 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 4.4 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 4.5 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative] 4.6 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] 4.7 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] 4.8 Lifting and carrying heavy loads: see step 2 for the full controls [Administrative] 4.9 Keep blade guards fitted and working, and use the riving knife on table saws. [Engineering] 4.10 Use push sticks and clamps, and support long pieces so they do not pinch the blade. [Engineering] 4.11 Use a sharp, undamaged blade made for the material. [Administrative] 4.12 Stand to one side of the blade line, out of the kickback path. [Administrative] 4.13 Let the blade stop fully before reaching in or putting the saw down. [Administrative]	**Medium Unlikely / Serious injury**	Site supervisor
5	Fit off, test gas and power, and clean up	Gas and fuel lines Electric shock from live wiring Poor housekeeping and waste Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	5.1 Know where the shut-off valve is and what to do if a leak happens. [Administrative] 5.2 Wear safety glasses and gloves, and keep a fire extinguisher close by. [PPE] 5.3 Gas and fuel lines: see step 1 for the full controls [Administrative] 5.4 Electric shock from live wiring: see step 1 for the full controls [Administrative] 5.5 Order materials to size and send packaging back where	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				you can. [Elimination] 5.6 Put dumpsters and waste chutes close to the work. [Engineering] 5.7 Clean as you go, and do a full clean up at the end of each day. [Administrative] 5.8 Keep exits, stairs and walkways clear at all times. [Administrative] 5.9 Stack materials neatly on level ground, away from edges. [Administrative]		

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 Hearing protection (earmuffs or plugs) Work gloves Half-face respirator (P100 cartridges) Coveralls Cut-resistant gloves	None required

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
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))			
Circular saw (skill saw)		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))			
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))			
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))			
Hand tools					

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)
- 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

Name	Role / company	Tickets / licences	Signature	Date