# 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** | Roof painting and restoration | **Start date** | Nov 9, 2026 |
| **Working hours** | 7:00 am to 3:30 pm | **Trade** | Painting |

## 2. JOB STEPS, HAZARDS AND CONTROLS

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| 1 | Check for asbestos roofing; asbestos roofs must not be pressure cleaned | 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 | Set up edge protection or harness anchors and a secured ladder | Falling from a roof edge<br>Falling from a ladder<br>Falling through a fragile roof or skylight<br><br>Rules: 29 CFR 1926 Subpart M; 29 CFR 1926 Subpart X | **Critical Likely / Fatality** | 2.1 Do what you can from the ground or from a scaffold at the gutter line, for example pre-assemble parts on the ground. [Elimination]<br>2.2 Install edge protection or guardrails on all open roof edges before work starts. [Engineering (guarding)]<br>2.3 Use a perimeter scaffold with handrails and toe boards along the eaves where practical. [Engineering]<br>2.4 Where guardrails cannot be fitted, use fall restraint on certified roof anchors so workers cannot reach the edge. | **Medium Unlikely / Serious injury** | Site supervisor |

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|---|---|---|---|---|---|---|
| | | | | [Engineering]<br>2.5 Low-slope roofs: guardrails, safety nets, personal fall arrest, or a warning line combined with one of these or with a safety monitor (a safety monitor alone only on roofs 50 feet wide or less). Steep roofs: guardrails with toe boards, safety nets or personal fall arrest (29 CFR 1926.501(b)(10), (11)). [Administrative]<br>2.6 Use one safe, controlled access point and keep others off the roof. [Administrative]<br>2.7 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution]<br>2.8 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering]<br>2.9 Set extension ladders at a 4 to 1 angle on firm, level ground, secured, and reaching 3 feet above the landing. [Engineering]<br>2.10 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative]<br>2.11 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative]<br>2.12 Work from underneath or from an aerial lift so nobody stands on the fragile roof. [Elimination]<br>2.13 Cover every skylight with a fixed, marked cover that can hold at least twice the weight it may carry, or guard it with a guardrail. [Engineering (guarding)]<br>2.14 Use crawl boards or staging to spread the load on fragile or rotten decking, and cover or guard any hole left where decking is removed (29 CFR 1926.501(b)(4)). [Engineering]<br>2.15 Use fall arrest on rated anchors when working near fragile areas. [Engineering]<br>2.16 Treat all roof sheets as fragile until a competent person confirms they are not. Old fiber cement and plastic sheets are fragile. [Administrative] | | |
| 3 | Pressure clean, aware that wet roofs are very slippery | High pressure water jetting<br>Slips and trips<br>Falling from a roof edge<br><br>Rules: 29 CFR 1926 Subpart M | **Critical**<br>**Likely / Fatality** | 3.1 Set an exclusion zone around the jetting area. [Engineering (guarding)]<br>3.2 Use a dead man's trigger that stops the jet when released, and check hoses and fittings before use. [Engineering]<br>3.3 Only trained operators use high pressure jetting gear. [Administrative]<br>3.4 Never point the lance at anyone or put a hand in front of it. [Administrative]<br>3.5 Treat any jetting injury as serious and go to hospital, even if it looks small. [Administrative]<br>3.6 Plan walkways and keep them clear of materials, hoses and leads. [Elimination]<br>3.7 Run cords and hoses overhead on hooks or stands, or along walls, not across walkways. [Engineering] | **Medium**<br>**Rare / Fatality** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | 3.8 Fill or cover holes, and lay boards or mats on muddy access paths. [Engineering]<br>3.9 Clean up offcuts, packaging and spills as you go, not at the end of the day. [Administrative]<br>3.10 Keep work areas, stairs and access paths well lit. [Administrative]<br>3.11 Stop roof work in strong wind or rain, and when the roof is wet, icy or covered in dust or frost. [Administrative]<br>3.12 Wear a harness clipped to a rated anchor when using restraint or fall arrest, and soft-soled non-slip boots. [PPE]<br>3.13 Falling from a roof edge: see step 2 for the full controls [Administrative] | | |
| 4 | Repair and re-point ridges | Lifting and carrying heavy loads<br>Cuts from sharp edges | **High Likely / Recordable / lost time** | 4.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination]<br>4.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution]<br>4.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering]<br>4.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative]<br>4.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative]<br>4.6 Rotate tasks and take breaks on long lifting jobs. [Administrative]<br>4.7 Wear gloves for grip and safety boots to protect your feet. [PPE]<br>4.8 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering]<br>4.9 Use knives with retractable or self-retracting blades. [Engineering]<br>4.10 Cut away from your body and keep your other hand clear. [Administrative]<br>4.11 Put used blades in a blade bin or sharps container. [Administrative]<br>4.12 Use two people to handle large sheets of metal or glass. [Administrative]<br>4.13 Wear cut-resistant gloves and long sleeves. [PPE] | **Medium Unlikely / Recordable / lost time** | Site supervisor |
| 5 | Spray coatings in calm weather, protecting cars and neighbours | Hazardous chemicals<br>Strong wind and storms<br>Public entering the work area<br><br>Rules: 29 CFR 1926.59 Hazard Communication | **High Possible / Serious injury** | 5.1 Choose the least harmful product that does the job, for example water-based instead of solvent-based. [Substitution]<br>5.2 Use chemicals in well-ventilated areas, or use fans and extraction in closed rooms. [Engineering]<br>5.3 Read the Safety Data Sheet (SDS) and labels before use, following OSHA Hazard Communication. [Administrative]<br>5.4 Keep chemicals in labeled containers. Never pour them into drink bottles. [Administrative]<br>5.5 Store chemicals away from heat, food and drink, and | **Medium Unlikely / Recordable / lost time** | Site supervisor |

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|---|---|---|---|---|---|---|
| | | | | keep products that react with each other apart. [Administrative]<br>5.6 Check the forecast each morning and plan work at height and lifting around the weather. [Elimination]<br>5.7 Tie down or weigh down loose sheets, panels, boards and rubbish at the end of each shift. [Engineering]<br>5.8 Set wind limits for roof work, platforms and cranes, using the manufacturer's limits, and stop when they are reached. [Administrative]<br>5.9 Stop work and get down in lightning. Wait 30 minutes after the last thunder before going back up. [Administrative]<br>5.10 Check scaffold, fencing and edge protection after strong wind before anyone uses them. [Administrative]<br>5.11 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)]<br>5.12 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)]<br>5.13 Use hoarding, covered walkways or catch fans where work is above public areas. [Engineering]<br>5.14 Put signs at each entry: site name, contact number and "No unauthorized entry". [Administrative]<br>5.15 Make the site safe at the end of each day: cover holes, lower plant, remove ladders and lock tools away. [Administrative] | | |
| 6 | Clean up and remove access | Heat stress<br>Sun exposure (UV)<br>Poor housekeeping and waste<br><br>Rules: 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) | **High Possible / Serious injury** | 6.1 Schedule heavy work for the cooler part of the day. [Elimination]<br>6.2 Provide shade over work and rest areas, and fans or cooling in attics. [Engineering]<br>6.3 Supply cool drinking water close by and drink a cup every 15 to 20 minutes. [Administrative]<br>6.4 Take regular rest breaks in the shade, more often as it gets hotter. [Administrative]<br>6.5 Let new and returning workers build up to full work in the heat over about a week. [Administrative]<br>6.6 In California, Washington, Oregon and Maryland, follow the state heat illness rule: written plan, shade, water, rest and high-heat procedures. [Administrative]<br>6.7 Plan outdoor work for early morning or late afternoon when UV is lower. [Elimination]<br>6.8 Put shade covers over fixed work areas. [Engineering]<br>6.9 Check the UV index each day. Use sun protection when it is 3 or higher. [Administrative]<br>6.10 Check your skin regularly and see a doctor about any new or changing spots. [Administrative]<br>6.11 Wear a broad-brim hat or hard hat brim, long sleeves, sunglasses and SPF 30 or higher sunscreen, reapplied every 2 hours. [PPE]<br>6.12 Order materials to size and send packaging back where | **Medium Unlikely / Serious injury** | Site supervisor |

| # | Job step | Hazards | Risk before | Controls | Risk after | Responsible |
|---|---|---|---|---|---|---|
| | | | | you can. [Elimination]<br>6.13 Put dumpsters and waste chutes close to the work. [Engineering]<br>6.14 Clean as you go, and do a full clean up at the end of each day. [Administrative]<br>6.15 Keep exits, stairs and walkways clear at all times. [Administrative]<br>6.16 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)<br>Personal fall arrest system (harness)<br>Half-face respirator (P100 cartridges)<br>Safety goggles (ANSI Z87.1)<br>Sun protection (sunscreen, hat, long sleeves)<br>Chemical-resistant gloves<br>Coveralls<br>Work gloves<br>Hard hat (ANSI Z89.1)<br>Face shield (ANSI Z87.1)<br>Hearing protection (earmuffs or plugs)<br>Cut-resistant gloves<br>Safety glasses (ANSI Z87.1)<br>High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways) | Written fall protection plan (only where guardrails, nets or personal fall arrest are not feasible, 1926.502(k)) |

## 4. PLANT AND EQUIPMENT

| Plant / equipment | License or training needed | Inspection needed | Rego / ID | Last inspected | Certificate / report |
|---|---|---|---|---|---|
| Pressure washer | | | | | |
| Airless paint sprayer | | | | | |
| Extension 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)) | | | |
| 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)
- Fall protection training by a competent person, with a written certification record (29 CFR 1926.503)
- Ladder safety training by a competent person (29 CFR 1926.1060)
- 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)

## 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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