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	Replace fascia and soffits	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Roofing

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Barricade below and set up a mobile scaffold or secured ladder	Public entering the work area Falling from a ladder Falling from height Rules: 29 CFR 1926 Subpart X; 29 CFR 1926 Subpart M	**Critical Likely / Fatality**	1.1 Fence off the site with secure temporary fencing and lock the gates when you leave. [Engineering (guarding)] 1.2 Give pedestrians a safe, marked path around the work, with ramps for strollers and wheelchairs. [Engineering (guarding)] 1.3 Use hoarding, covered walkways or catch fans where work is above public areas. [Engineering] 1.4 Put signs at each entry: site name, contact number and "No unauthorized entry". [Administrative] 1.5 Make the site safe at the end of each day: cover holes, lower plant, remove ladders and lock tools away. [Administrative] 1.6 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution] 1.7 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering] 1.8 Set extension ladders at a 4 to 1 angle on firm, level ground, secured, and reaching 3 feet above the landing. [Engineering] 1.9 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative] 1.10 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative] 1.11 Do the work from the ground where you can, for example pre-assemble on the ground or use extension poles. [Elimination] 1.12 Install guardrails or edge protection on all open edges before work starts. [Engineering (guarding)] 1.13 Use a scaffold, mobile work platform or aerial lift instead of working off a ladder. [Engineering] 1.14 Where edge protection is not practical, use a fall restraint or fall arrest system on a rated anchor point. [Engineering] 1.15 Provide fall protection at 6 feet or more and train workers to recognize fall hazards (29 CFR 1926.503).	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				[Administrative] 1.16 Have a rescue plan so a worker hanging in a harness can be brought down within minutes. [Administrative]		
2	Check soffit sheets for asbestos and old paint for lead before removing	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] 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	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				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	Remove gutters and old fascia boards, lowering them by hand	Lifting and carrying heavy loads Falling tools and materials Cuts from sharp edges Rules: 29 CFR 1926.501(c)	**High** **Likely / Recordable / lost time**	3.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 3.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 3.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 3.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 3.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 3.6 Barricade and sign the drop zone under overhead work so nobody walks beneath. [Engineering (guarding)] 3.7 Fit toe boards, kick plates and mesh screens on scaffolds and edges. [Engineering] 3.8 Use catch fans, debris netting or covered walkways where people pass below. [Engineering] 3.9 Tether hand tools when working at height. [Engineering] 3.10 Keep platforms tidy. Do not stack materials near edges or above toe board height. [Administrative] 3.11 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering] 3.12 Use knives with retractable or self-retracting blades. [Engineering] 3.13 Cut away from your body and keep your other hand clear. [Administrative] 3.14 Put used blades in a blade bin or sharps container. [Administrative] 3.15 Use two people to handle large sheets of metal or glass. [Administrative]	**Medium** **Unlikely / Serious injury**	Site supervisor
4	Cut and fix new boards and soffit lining	Saw cuts and kickback Nail gun injuries Wood and MDF dust Loud noise Rules: 29 CFR 1926 Subpart I; 29 CFR 1926.52	**High** **Possible / Serious injury**	4.1 Keep blade guards fitted and working, and use the riving knife on table saws. [Engineering] 4.2 Use push sticks and clamps, and support long pieces so they do not pinch the blade. [Engineering] 4.3 Use a sharp, undamaged blade made for the material. [Administrative] 4.4 Stand to one side of the blade line, out of the kickback path. [Administrative]	**Medium** **Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				4.5 Use a nail gun with a sequential (single shot) trigger, not a contact or bump trigger. [Substitution] 4.6 Disconnect the air or battery before clearing jams, adjusting or moving between work areas. [Engineering] 4.7 Keep your free hand at least 12 inches from the nailing point. [Administrative] 4.8 Never point the gun at anyone or carry it with your finger on the trigger. [Administrative] 4.9 Buy pre-cut or pre-finished lumber where you can. [Substitution] 4.10 Cut outdoors or in a well-ventilated area away from others. [Engineering (guarding)] 4.11 Use saws and sanders with dust collection connected to a HEPA vacuum. [Engineering] 4.12 Clean up with a vacuum, not a broom or compressed air. [Administrative] 4.13 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution] 4.14 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)] 4.15 Keep tools maintained and use mufflers on compressors and generators. [Engineering] 4.16 Limit time on noisy tools and rotate workers. [Administrative]		
5	Refit gutters, clean up and remove access	Poor housekeeping and waste Falling from a ladder Rules: 29 CFR 1926 Subpart X	**High** **Possible / Serious injury**	5.1 Order materials to size and send packaging back where you can. [Elimination] 5.2 Put dumpsters and waste chutes close to the work. [Engineering] 5.3 Clean as you go, and do a full clean up at the end of each day. [Administrative] 5.4 Keep exits, stairs and walkways clear at all times. [Administrative] 5.5 Stack materials neatly on level ground, away from edges. [Administrative] 5.6 Wear gloves when handling waste. [PPE] 5.7 Do not stand on the top three rungs of an extension ladder or the top step of a stepladder. [Administrative] 5.8 Check the ladder before each use: feet, rungs, side rails and locks. [Administrative] 5.9 Wear non-slip safety boots with clean soles. [PPE] 5.10 Falling from a ladder: see step 1 for the full controls [Administrative]	**Medium** **Unlikely / Serious injury**	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) Work gloves N95 respirator Hearing protection (earmuffs or plugs) High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways) Hard hat (ANSI Z89.1) 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
Mobile (rolling) scaffold	Erected under a competent person (29 CFR 1926.451)	Inspected by a competent person for visible defects before each work shift and after any occurrence that could affect its integrity (29 CFR 1926.451(f)(3))			
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))			
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))			
Nail gun (pneumatic nailer)					
Hand tools					

5. TRAINING REQUIRED FOR THIS WORK

- Ladder safety training by a competent person (29 CFR 1926.1060)
- Fall protection training by a competent person, with a written certification record (29 CFR 1926.503)
- 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)

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